FACTORS WHICH INFLUENCE JOB STRESS OF AGRICULTURAL ASSISTANTS IN EIGHT DIVISIONS WITHIN SARAWAK MALAYSIA

By

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CHAPTER I

INTRODUCTION

Work occupies a major part of most of our lives, in terms of both time spent and importance. It contains the "potential" for many forms of gratification, challenge, and harm. It is surprising that a great many of us at times find work life stressful. Indeed, stress at work, or job stress, is so commonplace that we tend to accept it as part of the necessary frustration of daily living.

This study was to identify and evaluate those factors which influence job stress of Agricultural Assistants in eight divisions within Sarawak, Malaysia.

Statement of the Problem

The study was concerned with the lack of current information on factors which influence job stress of Agricultural Assistants in eight divisions within Sarawak, Malaysia. Achieving information should be beneficial to administrators and policy makers, both in the Department and the Ministry of Agriculture, who could assist by alleviating these stress variables by giving guidance, counseling, etc. of current and prospective Agricultural Assistants.

Purpose of the Study

The intent of this study was to identify and evaluate factors influencing job stress of Agricultural Assistants in eight divisions within Sarawak, Malaysia.

Objectives of the Study

To accomplish the purpose of this study the following objectives were set forth:

1. To determine the amount of influence selected individual factors had on job stress of Agricultural Assistants.

2. To determine the amount of influence selected interpersonal factors had on job stress of Agricultural Assistants.

3. To determine the amount of influence selected organizational factors had on job stress of Agricultural Assistants.

4. To determine the one item from 1,2,3 above, that caused the most stress in the Agricultural Assistant's job.

Assumptions of the Study

The following assumptions were made about the study:

1. The population used in this study would give an accurate assessment of the factors which influence job stress of Agricultural Assistants.

2. The members of the population provided truthful and accurate information.

3. The questionnaire used to gather the data was of such design that it did not bias the response of the participants.

4. The factors included on the questionnaire used represented those that would most likely have an influence on job stress of Agricultural Assistants.

Size and Scope of Study

This study included only Agricultural Assistants who had worked not less than three (3) years in the Department of Agriculture, Sarawak.

Definitions of Terms

The following definitions of terms are given to provide a better understanding of the content of the study:

Stress: The nonspecific response of the body to any demand made upon it.

Sarawak: One of the states in East Malaysia.

Division: An Administrative district of Sarawak.

Agricultural Assistant: Agricultural Extension Agent.

Two-career-couple: Husband and wife are both working.

Rural Environment: An environment that is in the country, away from the cities and towns.

Housing Opportunity: An opportunity to own a house.

Social status: The position, rank, and state of a person in relation to other people in the community.

Dead-end-job: Job where there is no opportunity for advancement, promotion, etc.

Bereavement: The sad or lonely state due to a loss of a loved ones or friends.

CHAPTER II

REVIEW OF LITERATURE

The purpose of this chapter was to present a review of selected literature which was related to this study. The intent of this study was to identify and evaluate factors influencing job stress of Agricultural Assistants in eight divisions within Sarawak, Malaysia.

The major areas included in this review were:

(1) Scope and Nature of Job Stress,

(2) Stress and Disease,

(3) Summary of the Review of Literature.

Scope and Nature of Job Stress

In any job, there are a large number of environmental sources of work stress; the characteristics of the job itself, the role of the person and/or job in the organization, career development pressures, the climate and structure of the organization, the nature of relationships at work, and the problems associated with the interface between the organization and the outside world.

Stress can be caused by too much or too little work, time pressures and deadlines, having to make too many decisions, fatigue from the physical strain of the work

environment, excessive travel, long hours, having to cope with changes at work, and the expenses of making mistakes.

One of the sources of job stress is role ambiguity. Role ambiguity exists when an individual has inadequate information about his work role; that is, there is a "lack of clarity" about the work objectives associated with the role, about colleagues' work expectation of the work role, and about the scope and responsibilities of the job.

Studies by Kahn (1964) and French and Caplan (1970) have addressed the question of role ambiguity. Kahn found that men who experienced on going role ambiguity reported more job dissatisfaction, more job-related tension, and lower levels of self-confidence than men who did not report appreciable amounts of ambiguity. French and Caplan (1970) found ambiguity to be associated with indicators of physical and mental health, such as elevated blood pressure.

More recently, ambiguity has been linked to depressed moods, lowered self-esteem, decreased life satisfaction, lower levels of work motivation, and expressed intention to leave the job (Margolis, Kroes, and Quinn, 1974). Similar research has linked ambiguity to anxiety, depression, and feelings of resentment (Caplan and Jones, 1975).

Job performance may be affected by overload conditions in a variety of ways. The study by Margolis, Kroes, and Quinn (1974) found overload to be associated with lowered confidence, decreased work motivation, increased

absenteeism, and sharply reduced numbers of suggestions contributed by overloaded employees. Overload may also be indirectly responsible for decreased in decision-making quality, deteriorating interpersonal relations, and even accident rates.

Career variables may serve as stressors when they become sources of concern, anxiety, or frustrations to the individual. This can happen if an employee feels a lack of job security, is concerned about real or imagined obsolescence, feels that promotion progress is inadequate, and/or is generally dissatisfied with the match between career aspirations and the current level of attainment. Frequently, the cause of stress is a discrepancy between actual accomplishments and expected ones. Erickson, Pugh, and Gunderson (1972) found that the rate matched or exceeded their expectation. As advancement rates did not keep pace with expectations, dissatisfaction increased.

The effectiveness of the organization is influenced by the nature of the relations among group members. Roethlisberger and Dickson (1939) determined that working conditions influenced the behavior of individual workers significantly less than various psychological and social conditions. The closeness among members of a group, their tendency to stick together, is very important. To some individuals, being a part of a cohesive group is a must:

Ivancevich (1980) said that:

The cohesiveness in a group can be positive or

> negative stressor. If cohesiveness is a valued characteristic, a lack of it could cause low morale, poor performance, and physiological changes such as increased blood pressure (p.125).

The effects of stressor stimuli on the employee are reduced when others share the stress. Thus, "group support" designates a condition in which there is sharing among stressed members. Schacter (1959) proposes that individuals need others for evaluation of their own emotional reactions, and that others in the same emotional state provide them with information about appropriate responses. Simply being with others and being able to observe their behavior in times of stress is a form of group support.

Conflict is any antagonistic action between two or more people. Gibson, Ivancevich, and Donnely (1979) said that conflict and stress are common when individuals and small groups are brought together. In fact, conflict is a part of the fabric or organizational life, and an organization without conflicts is like a person without stress, lifeless.

Lyons (1971) said that high levels of intragroup role conflict are related to low job satisfaction, high job stress, and high propensity to leave an organization.

Hellriegel and Slocum (1974) said that organizations differ not only on physical structure but also in the attitudes and behavior they elicit in employees. The interaction of people, structures, policies, and goals

generates an "atmosphere" or "climate". Ivancevich and Lyon (1972) developed a study that measured organizational climate through properties, such as intimacy, production orientation, esprit, and aloofness. Nurses, hospitals administrators, and diagnostic personnel were asked to record their perceptions of the eight climate properties and need satisfaction. The results indicated that nurses associated need satisfaction with a climate high in esprit, while administrators reported more satisfaction in a climate high in consideration. Ivancevich and Donnely (1975) determined that a sales person in the flatter structure received more job satisfaction, experienced less stress, and performed more effectively.

"Organization territory" is a term used to describe a person's personal space or arena of activities. French and Caplan (1973), in a study of the impact of organizational territory on engineers working in an administrative unit, and conversely, administrators working in an engineering unit, concluded that territoriality is a powerful stressor. They found that a man working in alien territories experienced stress and concluded that crossing an organizational boundary and working in an alien territory entails stress and strain and posses a threat to one's health.

Woodward (1965) found in her classic studies that optimal organizational design is a function of technology. The technological limitations in an organization may

increase the number of potential stressors while restricting the range of alternatives available to a manager to reduce stress. Rousseau (1977) investigated production processes and consequences in thirteen organizations. She found that perceived levels of variety, task identity, task significance, feedback, and personal interaction all varied as a function of the existing technology. Reported levels of positive task attributes were lower in assembly line organizations than in others. An issue of interest involves the fit between technology, task attributes, and the organizational structure. Does an incongruence in this fit create stress that manifests itself in negative behavioral and physiological outcomes? Schuler (1977) suggests that incongruence in this type of fit would result in role conflict and role ambiguity, two individual-level stressors.

Schriesheim and Murphy (1976) found that supervisors giving more directions had lower-performing subordinates when they showed little consideration, but higher performing subordinates when they showed a great deal of consideration. They also examined job stress and found that, when people have anxieties about the job situation, tasks direction correlated positively with performance. When anxiety was low, task direction had a negative relationship to a performance, and consideration had a positive relationship. In other words, in stressful jobs employees perform better when the leader takes more

responsibility for directing the task.

Some people have been described as workaholics. They work inordinately long hours; they bring work home in the evenings and on weekends; and they never can find time to take a break or a vacation from their jobs. Buell and Breslow (1960) and Zohman (1973) found that excessive work hours and time commitment to the job have been associated with negative stress reactions.

Locus of control refers to an individual's perception of the extent to which control over external stimuli resides within them or is outside of them, beyond their influence. Locus of control may serve to moderate some aspect of the stress relationship. People who are "internals" perceive themselves as having more control over external happenings than people who are "externals". More specifically with respect to stress, the locus of control concept relates to the perceived location of control over stressors. As Chan (1977) states:

> One psychological attribute which has been given extensive treatment... is the notion of an individual's amount of "perceived" control over an incoming stressful stimulus in specific, and over the environment in general. To the extent that an individual judges himself to have control or mastery in a situation, the probability is that he will be less threatening or stress-inducing and, in turn, less likely to manifest adverse reaction patterns (p.93).

Stress and Disease

Friedman, Rosenman, and Carrol (1957) established that quantitative overload may cause biochemical changes, specifically , elevations in blood cholestrol levels. In an extremely well-designed study Sales (1969) also related cholestrol elevations to overload conditions. In additions to finding that role overload can exert marked negative effects on health, Sales suggested that overload is most harmful among those individuals who experience the lowest job satisfaction. Occasional overload seems inevitable. Some, however, can be avoided or minimized through better scheduling, better assessment of resource needs, and more attention being paid to the fit or match between the individual's expertise and the requirements of the job. French and Caplan (1973) indicated that overloading may produce at least nine different unwanted outcomes: job dissatisfaction, excessive job tension, low self-esteem, threat, embarrassment, high cholestrol levels, increased heart-rate, skin resistance, and increased cigarette consumption.

Wardwell, Hyman, and Bahnson (1964) found that individuals who had significant levels of responsibility for people were more likely to suffer from heart disease than individuals who had "thing" responsibilities. This could be partially explained by the fact that "people responsibilities" frequently mean more meetings that contribute to work overload and deadline pressures. In a

study conducted at NASA's Goddard Space Flight Center, French and Caplan (1970) found strong support for the hypothesis that responsibility for people contributes to job-related stress- at least for clerical, managerial, and technical/professional employees. The more people responsibility the employee had, the more likely he or she was to smoke heavily and have high blood pressure and elevated cholestrol counts. Conversely, the more responsibility for things the employee had, the lower those indicators would be.

Education may moderate the stress relationship when educational difference are translated into differential stress reactions. One aspect of educational attainment which seems to operate directly is "educational discrepancy." An individual may experience educational discrepancy when his or her educational level is considerably less than that of others in the same career or job. Selye (1975) in a study of social and psychological factors associated with illness found that stress illness rates increased as individuals moved upwards in social status, above where their educational level normally find them.

The occupation that has been the most studied and theorized about when it comes to stress is that of an Air Traffic Controller. In spite of ideal physical working conditions, air traffic controllers experienced considerable stress, presumably because of the long periods

of internal concentration required and because of the life-and-death impact of the decisions. A study by Rose, Jenkins, and Hurst (1978) found that major negative physical and mental health changes occurred overtime in a large sample of controllers. They suffer from incidence of ulcers, hypertension, alcoholism, divorce, and suicide many times the rate for the general population.

Kasl and Cobb (1970) provided a particularly interesting example of the link between work domain changes and health status. For two years they studied the blood pressure changes in married, stably-employed men who lost their jobs because of a permanent plant shutdown. They found that blood pressure levels during anticipation of job loss and unemployment were clearly higher than after subsequent stabilization on new jobs; and men, whose blood pressure levels remained high and had more severe unemployment, reported longer-lasting subjective stress and failed to show much improvement in reported well-being. Cooper and Marshall (1976) said that in addition to blood pressure, other symptoms of occupational ill health have been linked to sources of stress at work. These symptoms include cholestrol level, heart rate, smoking, depressive mood, escaping drinking, job dissatisfaction, and reduced aspiration.

Beehr and Newman (1978) compiled a list of possible physical health consequences of job stress. Cardiovascular disease, gastrointestinal disorders, respiratory problems,

cancer, arthritis, headaches, bodily injuries, skin disorders, physical strain or fatigue, and death have been purported to be responses to job stress. Others may also include anxiety, tension, depression, dissatisfaction, boredom, somatic complaints, psychological fatigue, feeling of futility, inadequacy, low self-esteem, alienation, psychoses, anger, repression, and loss of concentration. Potential behavioral response include dispensary visits, drug use and abuse (including alcohol, caffeine, and nicotine), over-or under-eating, nervous gesturing, pacing, risky behavior (e.g. reckless driving and gambling), aggression, vandalism, stealing, poor interpersonal relations, and suicide or attempted suicide.

Summary of the Review of Literature

Stress could have positive or negative effects on a person. Whatever is stressful to one person, may not be stressful to another. However, causes of stress could be due to the following: role ambiguity; overload of work; career variables; effectiveness of the organization; effects of stressor stimuli; conflict; attitudes and behavioral differences; organizational climate; "organization territory"; technological limitations; production processes; anxieties; excessive work hours; and locus of control.

As a result of stress, it has significant effects on the health of an individual. This could cause the

following disturbances on a person: high blood cholestrol levels; low job satisfaction; high blood pressure; mental problems; ulcers; alcoholism; divorce; suicide; cancer; respiratory problems; arthritis; headaches; skin disorders; fatigue; aggression and boredom.

CHAPTER III

METHODOLOGY

Introduction

The purpose of this chapter was to describe the methods and procedures used to conduct this study. The intent of this study was to identify and evaluate factors influencing job stress of Agricultural Assistants in eight divisions within Sarawak, Malaysia.

This study was conducted in the state of Sarawak. The state of Sarawak occupies the northwest coastal strip of the vast island of Borneo. (See Appendix C). The largest of Malaysia's 13 states, Sarawak covers 124,967 sq. kilometers and has a population of just over 1 million.

For efficient administration of the whole state, the state is divided into divisions, (equivalent to counties) namely: Division 1, Division 2, Division 3, Division 4, Division 5, Division 6, Division 7, Division 8, and Division 9. However, this study was conducted only in eight divisions, namely: Division 1, Division 2, Division 3, Division 4, Division 5, Division 6, Division 8, and Division 9.

Before this study was carried out, permission was sought and granted by the Director of Agriculture, Sarawak,

so that this study could be carried out smoothly. (See Appendix B).

In order to accomplish the purpose and objectives of this study, it was necessary to determine the population and develop an instrument which would provide the necessary information. A procedure for the collection of data were chosen. The data for this study was collected during the months of June through August, 1988, in Sarawak, Malaysia.

The Population

The population of this study consisted only of Agricultural Assistants who are presently employed by the Department of Agriculture, Sarawak, and who have not less than three (3) years of working experience. The population was determined by the author on the basis of convenience, where the offices were accessible by roads, easy availability of transport, and less expenses involved.

The 167 Agricultural Assistants comprising the population were a part of a total of 456 Agricultural Assistants in the whole state of Sarawak.

Table I reflects the total population of this study by Division in Sarawak, Malaysia.

TABLE I

POPULATION BY DIVISION

Division	Number of Agricultural Assistants	Percentage
1	71	42.51
2	8	4.79
3	7	4.19
4	10	5.98
5	22	13.17
6	22	13.17
8	15	8.98
9	12	7.18
Total	167	100.00

Table II reflects the total population by the number of years of working experience.

TABLE II

POPULATION BY YEARS OF WORKING EXPERIENCE

Number of Years	Number of Respondents	Percentage
Above 15	100	59.88
11 - 15	43	25.74
6 - 10	12	7.19
1 - 5	12	7.19
Total	167	100.00

Selection and Development of Instrument

In the preparation of the instrument (See Appendix A) to meet the objectives of the study, the first step was to review and evaluate the instruments used in related studies.

In analyzing various methods of data gathering, the questionnaire method was determined the most appropriate to meet the study objectives. However, hand delivered questionnaires were conducted by administering a structured set of questions to each member of the population. Due to the expense and time required, mailing questionnaires and conducting telephone surveys were deleted from consideration.

Again considering time and expense along with the consideration of response from mailing, it was decided that hand delivery of the questionnaires by the author was the most desirable.

The Instrument

In order to gather data concerning factors which influence the job stress of Agricultural Assistants in Sarawak, Malaysia, a closed or restricted form questionnaire was developed. Refinement of the survey instrument was accomplished through the assistance of the researcher's advisor. A list of variables obtained from earlier studies by Reece (1976), Harrison (1970), Brown (1973), Dillon (1978), and Mattox (1974) provided a list of variables that were considered important for use in this study. Factors which were not present in this previous research, but important to this study, were provided by the author.

The questionnaire (Appendix A) contained a scale of categories for the Agricultural Assistants to rate their level of job stress with variables grouped under the major topics of individuals, interpersonal, organizational, and others. Also included on the questionnaire were spaces for the respondents to include their years of working experience and the division they worked in.

A five point "Likert-type" scale of categories was used to allow the Agricultural Assistants to rate their

level of job stress with each of the factors on the questionnaires. The response categories were assigned the following numerical values:

Extreme level of stress = 4; high level of stress = 3; moderate level of stress = 2; low level of stress = 1; none level of stress = 0. Real limits were set at 0.00 to 0.49 for none level of stress; 0.50 to 1.49 for low level of stress; 1.50 to 2.49 for moderate level of stress; 2.50 to 3.49 for high level of stress; and 3.50 to 4.0 for extreme level of stress.

Analysis of Data

Data from the questionnaires were analyzed utilizing descriptive statistics. All frequency distribution include numbers and percent. In addition, mean scores were used to interpret the data.

> The primary use of descriptive statistics is to describe information or data through the use of numbers. The characteristics of groups of numbers representing information or data are called descriptive statistics. Descriptive statistics are used to describe the groups of numerical data such as test scores, numbers or hours of instruction, or the number of students enrolled in a particular course (Key, 1981, p.142).

CHAPTER IV

PRESENTATION AND ANALYSIS OF DATA

The purpose of this chapter was to report the results from the questionnaires used to collect data for this study. The intent of this study was to identify and evaluate factors influencing job stress of Agricultural Assistants in eight divisions within Sarawak, Malaysia.

The scope of this study included a total of 167 Agricultural Assistants who had worked not less than three (3) years in the Department of Agriculture, Sarawak. The questionnaire was administered directly to the Agricultural Assistants by the author so as to have a 100 percent response. Before the Agricultural Assistants were allowed to fill the questionnaire, the author explained the procedures and the meaning of all terms used in the questionnaire, so that the Agricultural Assistants could fully understood what information the author wanted for his study. Their responses are reported in the following tables.

The respondents' perceptions of the amount of stress for a two-career-couple are reported in Table III. It should be pointed out that 101 (60.47%) of the respondents indicated that they had a none level of stress with a two-

TABLE III

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH TWO-CAREER-COUPLE

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	39	4	2	10	10	16	13	7	101
%	23.35	2.40	1.20	5.98	5.98	9.58	7.79	4.19	60.47
1 - Low									
N	12	4	1	0	6	2	1	3	29
%	7.18	0.00	0.60	0.00	3.60	1.20	0.60	1.80	17.38
2 - Moderate									
N	12	0	4	0	5	3	0	2	26
%	7.18	0.00	2.40	0.00	2.99	1.80	0.00	1.20	15.57
3 - High									
N	8	0	0	0	0	1	1	0	10
%	4.79	0.00	0.00	0.00	0.00	0.60	0.60	0.00	5.98
4 - Extreme									
N	0	0	0	0	1	0	0	0	1
%	0.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	0.60
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response	0.845	0.500	1.285	0.000	0.909	0.500	0.333	0.583	0.688
Stress Level Category	Low	Low	Low	None	Low	Low	None	Low	Low

career-couple. Additionally, 29 (17.38%) of the respondents were having a low level of stress; 26 (15.57%) of the respondents were having a moderate level of stress; 10 (5.98%) of the respondents were having a high level of stress; and 1 (0.60%) of the respondents was having an extreme level of stress. The mean responses for divisions 4 and 8 were 0.000 and 0.333, which indicated that they were having a none level of stress. The mean responses for divisions 1,2,3,5,6, and 9 were 0.845, 0.500, 1.285, 0.909, 0.500, 0.583, which indicated that they were having a low level of stress. However, the mean response of all respondents (167) was 0.688 which indicated that they were having a low level of stress with two-career-couple. It further appeared that there seemed to be no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for living in a rural environment are reported in Table IV. It showed that 58 (34.73%) of the respondents were having a moderate level of stress with living in a rural environment. Additionally, 43 (25.74%) of the respondents were having a none level of stress; 36 (21.56%) of the respondents were having a low level of stress; 25 (14.97%) of the respondents were having a high level of stress; and 5 (2.99%) of the respondents were having an extreme level of stress. The mean responses for divisions 1,2,3, and 9 were 1.154, 1.250, 1.428, 1.416, which indicated that they

TABLE IV

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH LIVING IN RURAL ENVIRONMENT

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	28	2	2	1	2	5	0	3	43
%	16.76	1.20	1.20	0.60	1.20	2.99	0.00	1.80	25.74
1 - Low									
N	13	1	2	1	5	3	7	4	36
%	7.79	0.60	1.20	0.60	2.99	1.80	4.19	2.40	21.56
2 - Moderate									
N	21	3	1	4	9	10	7	3	58
%	12.57	1.80	0.60	2.40	5.39	5.98	4.19	1.80	34.73
3 - High									
N	9	1	2	3	4	4	1	1	25
%	5.39	0.60	1.20	1.80	2.40	2.40	0.60	0.60	14.97
4 - Extreme									
N	0	1	0	1	2	0	0	1	5
%	0.00	0.60	0.00	0.60	1.20	0.00	0.00	0.60	2.99
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.154	1.250	1.428	1.800	1.954	1.590	1.600	1.416	1.479
Stress Level Category									
	Low	Low	Low	Mod.	Mod.	Mod.	Mod.	Low	Low

were having a low level of stress. The mean responses for divisions 4,5,6, and 8 were 1.800, 1.954, 1.590, 1.600, which indicated that they were having a moderate level of stress. However, the mean response of all respondents (167) was 1.479, which indicated that they had a low level of stress with living in a rural environment. There was no distinguishable difference in the numbers and percentages between respondents from each division.

The respondents' perceptions of the amount of stress for housing opportunity are reported in Table V. It was observed that 68 (40.72%) of the respondents indicated that they had a moderate level of stress with housing opportunity. Additionally, 45 (26.95%) of the respondents were having a low level of stress; 25 (14.97%) of the respondents were having a high level of stress; 19 (11.38%) of the respondents were having a none level of stress; and 10 (5.98%) of the respondents were having an extreme level of stress. The mean responses for divisions 1,2,3,4,5,6,8, and 9 were 1.661, 2.250, 1.571, 1.900, 1.818, 2.045, 1.533, 1.833, which indicated that they all had a moderate level of stress. However, the mean response of all respondents (167) was 1.772, which indicated that they were having a moderate level of stress with housing opportunity. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for social status in the community are reported in Table

TABLE V

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH HOUSING OPPORTUNITY

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	12	0	2	0	2	1	2	0	19
%	7.18	0.00	1.20	0.00	1.20	0.60	1.20	0.00	11.38
1 - Low									
N	17	1	1	5	7	6	4	4	45
%	10.17	0.60	0.60	2.99	4.19	3.60	2.40	2.40	26.95
2 - Moderate									
N	27	4	3	3	9	8	8	6	68
%	16.16	2.40	1.80	1.80	5.39	4.79	4.79	3.60	40.72
3 - High									
N	13	3	0	0	1	5	1	2	25
%	7.79	1.80	0.00	0.00	0.60	2.99	0.60	1.20	14.97
4 - Extreme									
N	2	0	1	2	3	2	0	0	10
%	1.20	0.00	0.60	1.20	1.80	1.20	0.00	0.00	5.98
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.661	2.250	1.571	1.900	1.818	2.045	1.533	1.833	1.772
Stress Level Category									
	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.

VI. The data showed that 82 (49.10%) of the respondents indicated that they were having a moderate level of stress with social status in the community. Additionally, 56 (33.53%) of the respondents were having a low level of stress; 14 (8.38%) of the respondents were having a none level of stress; 10 (5.98%) of the respondents were having a high level of stress; and 5 (2.99%) of the respondents were having an extreme level of stress. The mean responses for divisions 1,3, and 4 were 1.492, 1.428, 1.200, which indicated that they were having a low level of stress. The mean responses for divisions 2,5,6,8, and 9 were 1.500, 2.045, 1.818, 1.800, 1.500, which indicated that they were having a moderate level of stress. The mean response of all the respondents (167) was 1.616, which indicated that they were having a moderate level of stress with social status in the community. There seemed to be no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for a dead-end-job are reported in Table VII. It was pointed out that 86 (51.49%) of the respondents were having an extreme level of stress with a dead-end-job. Additionally, 61 (36.52%) of the respondents were having a high level of stress; 13 (7.79%) of the respondents were having a moderate level of stress; 4 (2.40%) of the respondents were having a low level of stress; and 3 (1.80%) of the respondents were having a none level of

TABLE VI

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH SOCIAL STATUS IN THE COMMUNITY

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	9	0	2	2	0	0	0	1	14
%	5.39	0.00	1.20	1.20	0.00	0.00	0.00	0.60	8.38
1 - Low									
N	28	4	1	4	5	7	3	4	56
%	16.76	2.40	0.60	2.40	2.99	4.19	1.80	2.40	33.53
2 - Moderate									
N	27	4	3	4	12	13	12	7	82
%	16.16	2.40	1.80	2.40	7.18	7.79	7.18	4.19	49.10
3 - High									
N	4	0	1	0	4	1	0	0	10
%	2.40	0.00	0.60	0.00	2.40	0.60	0.00	0.00	5.98
4 - Extreme									
N	3	0	0	0	1	1	0	0	5
%	1.80	0.00	0.00	0.00	0.60	0.60	0.00	0.00	2.99
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.492	1.500	1.428	1.200	2.045	1.818	1.800	1.500	1.616
Stress Level Category									
	Low	Mod.	Low	Low	Mod.	Mod	Mod.	Mod.	Mod.

TABLE VII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH DEAD-END-JOB

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	2	0	0	0	1	0	0	0	3
%	1.20	0.00	0.00	0.00	0.60	0.00	0.00	0.00	1.80
1 - Low									
N	1	1	1	0	1	0	0	0	4
%	0.60	0.60	0.60	0.00	0.60	0.00	0.60	0.00	2.40
2 - Moderate									
N	8	0	0	2	1	2	0	0	13
%	4.79	0.00	0.00	1.20	0.60	1.20	0.00	0.00	7.79
3 - High									
N	23	2	2	2	8	10	9	5	61
%	13.77	1.20	1.20	1.20	4.79	5.98	5.39	2.99	36.52
4 - Extreme									
N	37	5	4	6	11	10	6	7	86
%	22.15	2.99	20.40	3.60	6.58	5.98	3.60	4.19	51.49
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	2.873	3.375	3.285	3.400	3.227	3.363	3.400	3.583	3.335
Stress Level Category									
	High	High	High	High	High	High	High	High	High

stress with a dead-end-job. It was interesting to note that all the divisions were having high level of stress, with division 9 as having an extreme level of stress. Their mean responses were 2.873, 3.375, 3.285, 3.400, 3.227, 3.363, 3.400, 3.583. However, the mean response of all the respondents (167) was 3.335, which indicated that they were having a high level of stress with a dead-end-job. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for the opportunity to return to school are reported in Table VIII. It was observed that 49 (29.34%) of the respondents were having a none level of stress with opportunity to return to school. Additionally, 42 (25.15%) of the respondents were having a high level of stress; 31 (18.56%) of the respondents were having a moderate level of stress; another 31 (18.56%) of the respondents were having an extreme level of stress; and 14 (8.38%) of the respondents were having a low level of stress. The mean responses for divisions 3 and 8 were 1.000 and 1.400, which categorized them as having a low level of stress; divisions 1,2,4, and 6 were having mean responses of 1.887, 2.125, 1.500, 2.136, which categorized them as having a moderate level of stress; and divisions 5 and 9 were both having a mean response of 2.500, which categorized them as having a high level of stress. However, the mean response

TABLE VIII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH OPPORTUNITY TO RETURN TO SCHOOL

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	21	2	5	4	3	5	7	2	49
%	12.57	1.20	2.99	2.40	1.80	2.99	4.19	1.20	29.34
1 - Low									
N	6	1	0	1	1	2	2	1	14
%	3.60	0.60	0.00	0.60	0.60	1.20	1.20	0.60	8.38
2 - Moderate									
N	13	1	0	3	8	4	1	1	31
%	7.79	0.60	0.00	1.80	4.79	2.40	0.60	0.60	18.56
3 - High									
N	22	2	1	0	2	7	3	5	42
%	13.17	1.20	0.60	0.00	1.20	4.19	1.80	2.99	25.15
4 - Extreme									
N	9	2	1	2	8	4	2	3	31
%	5.39	1.20	0.60	1.20	4.79	2.40	1.20	1.80	18.56
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.887	2.125	1.000	1.500	2.500	2.136	1.400	2.500	1.952
Stress Level Category									
	Mod.	Mod.	Low	Mod.	High	Mod.	Low	High	Mod.

for all the respondents (167) was 1.952, which indicated that they were having a moderate level of stress with opportunity to return to school. It appeared that there was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for sickness and illness are reported in Table IX. The data showed that 62 (37.13%) of the respondents indicated that they were having a low level of stress with sickness and illness. Additionally, 55 (32.93%) of the respondents were having a moderate level of stress; 25 (14.97%) of the respondents were having a none level of stress; 19 (11.38%) of the respondents were having a high level of stress; and 6 (3.60%) of the respondents were having an extreme level of stress. However, the mean responses for divisions 1 and 9 were 1.380 and 1.416, which indicated that they were having a low level of stress. The mean responses for divisions 2,3,4,5,6 and 8 were 1.625, 1.714, 1.600, 1.681, 1.636, and 1.600, which indicated that they were having a moderate level of stress. The mean response of all the respondents (167) in all the divisions was 1.514, which indicated that they were having a moderate level of stress. It was observed that there was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for marriage are reported in Table X. It was pointed out

TABLE IX

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH SICKNESS AND ILLNESS

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	15	0	1	1	3	2	1	2	25
%	8.99	0.00	0.60	0.60	1.80	1.20	0.60	1.20	14.97
1 - Low									
N	25	5	1	4	5	9	7	6	62
%	14.97	2.99	0.60	2.40	2.99	5.39	4.19	3.60	37.13
2 - Moderate									
N	22	2	4	3	10	7	5	2	55
%	13.17	1.20	2.40	1.80	5.98	4.19	2.99	1.20	32.93
3 - High									
N	7	0	1	2	4	3	1	1	19
%	4.19	0.00	0.60	1.20	2.40	1.80	0.60	0.60	11.38
4 - Extreme									
N	2	1	0	0	0	1	1	1	6
%	1.20	0.60	0.00	0.00	0.00	0.60	0.60	0.60	3.60
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.380	1.625	1.714	1.600	1.681	1.636	1.600	1.416	1.514
Stress Level Category									
	Low	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Low	Mod.

TABLE X

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH MARRIAGE

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	15	1	4	4	3	9	6	4	46
%	8.99	0.60	2.40	2.40	1.80	5.39	3.60	2.40	27.54
1 - Low									
N	26	2	1	3	11	10	4	5	62
%	15.57	1.20	0.60	1.80	6.58	5.98	2.40	2.99	37.13
2 - Moderate									
N	24	4	1	3	5	0	5	2	44
%	14.37	2.40	0.60	1.80	2.99	0.00	2.99	1.20	26.35
3 - High									
N	5	1	1	0	3	3	0	1	14
%	2.99	0.60	0.60	0.00	1.80	1.80	0.00	0.60	8.38
4 - Extreme									
N	1	0	0	0	0	0	0	0	1
%	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.60
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.309	1.625	0.857	0.900	1.363	0.863	0.933	1.000	1.173
Stress Level Category									
	Low	Mod.	Low	Low	Low	Low	Low	Low	Low

that 62 (37.13%) of the respondents indicated that they were having a low level of stress with marriage. Additionally, 46 (27.54%) of the respondents were having a none level of stress; 46 (26.35%) of the respondents were having a moderate level of stress; 14 (8.38) of the respondents were having a high level of stress; and 1 (0.60%) of the respondents was having an extreme level of stress. The mean responses for divisions 1,3,4,5,6,8 and 9 were 1.309, 0.857, 0.900, 1.363, 0.863, 0.933, 1.000, which indicated that they were having a low level of stress. However, the mean response for division 2 was 1.625, which indicated that they were having a moderate level of stress. The overall mean response for all the respondents (167) was 1.173, which indicated that they were having a low level of stress with marriage. It was found that there was only one (1) respondent from division 1, who had experienced an extreme level of stress with marriage.

The respondents' perceptions of the amount of stress for bereavement are reported in Table XI. It showed that 63 (37.73%) of the respondents were having a low level of stress with bereavement. Additionally, 37 (22.15%) of the respondents were having a moderate level of stress; 35 (20.96%) of the respondents were having a none level of stress; 27 (16.16%) of the respondents were having a high level of stress; and 5 (2.99%) of the respondents were having an extreme level of stress. However, the mean responses for divisions 1,3,6, and 9 were 1.366, 1.000,

TABLE XI

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH BEREAVEMENT

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	17	1	2	3	4	3	2	3	35
%	10.17	0.60	1.20	1.80	2.40	1.80	1.20	1.80	20.96
1 - Low									
N	27	2	4	2	7	11	6	4	63
%	16.16	1.20	2.40	1.20	4.19	6.58	3.60	2.40	37.73
2 - Moderate									
N	14	2	0	3	8	4	3	3	37
%	8.38	1.20	0.00	1.80	4.79	2.40	1.80	1.80	22.15
3 - High									
N	10	3	1	1	2	4	4	2	27
%	5.98	1.80	0.00	0.00	1.20	2.40	2.40	1.20	16.16
4 - Extreme									
N	3	0	0	1	1	0	0	0	5
%	1.80	0.00	0.00	0.60	0.60	0.00	0.00	0.00	2.99
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.366	1.875	1.000	1.500	1.500	1.409	1.600	1.333	1.425
Stress Level Category									
	Low	Mod.	Low	Mod.	Mod.	Low	Mod.	Low	Low

1.409, 1.333, which indicated that they were having a low level of stress. On the other hand, the mean responses for divisions 2,4,5, and 8 were 1.875, 1.500, 1.500, 1.600, which indicated that they were having a moderate level of stress. The mean response for all the respondents in all the divisions was 1.425, which indicated that they were having a low level of stress with bereavement. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions with the amount of stress for feelings of accomplishment and success are reported in Table XII. It was noted that 93 (55.68%) of the respondents were having a moderate level of stress with feelings of accomplishment and success. Additionally, 36 (21.56%) of the respondents were having a high level of stress; 30 (17.96%) of the respondents were having a low level of stress; 6 (3.60%) of the respondents were having an extreme level of stress; and 2 (1.20%) of the respondents were having a none level of stress. However, the mean response for all the divisions were 2.041, 2.000, 1.857, 2.000, 2.409, 2.000, 2.200, 2.166, which indicated that they were having a moderate level of stress. The overall mean response for all the respondents in all the divisions was 2.083, which indicated that they were having a moderate level of stress with feelings of accomplishment and success. It was observed that there were only two (2) respondents, both from division 1 and 9, who were having a

TABLE XII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH FEELINGS OF ACCOMPLISHMENT AND SUCCESS

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	1	0	0	0	0	0	0	1	2
%	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.60	1.20
1 - Low									
N	16	3	2	3	1	4	1	0	30
%	9.58	1.80	1.20	1.80	0.60	2.40	0.60	0.00	17.96
2 - Moderate									
N	38	3	4	4	12	14	10	8	93
%	22.75	1.80	2.40	2.40	7.18	8.38	5.98	4.79	55.68
3 - High									
N	13	1	1	3	8	4	4	2	36
%	7.79	0.60	0.60	1.80	4.79	2.40	2.40	1.20	21.56
4 - Extreme									
N	3	1	0	0	1	0	0	1	6
%	1.80	0.60	0.00	0.00	0.60	0.00	0.00	0.60	3.60
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	2.014	2.000	1.857	2.000	2.409	2.000	2.200	2.166	2.083
Stress Level Category									
	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.

none level of stress with feelings of accomplishment and success.

The respondents' perceptions of the amount of stress for physical stress on the job are reported in Table XIII. It was observed that 68 (40.72%) of the respondents were having a moderate level of stress; 59 (35.33%) of the respondents were having a high level of stress; 26 (15.57%) of the respondents were having a low level of stress; 9 (5.39%) of the respondents were having an extreme level of stress; and 5 (2.99%) of the respondents were having a none level of stress. However, the mean responses for divisions 1,3,4, and 6 were 2.084, 2.285, 1.900, 2.045, which indicated that they were having a moderate level of stress. The mean responses for divisions 2,5,8, and 9 were 2.500, 2.636, 2.533, 2.583, which indicated that they were having a high level of stress. The overall mean response for all the respondents was 2.245, which indicated that they were having a moderate level of stress with physical stress on the job. It appeared that there was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for mental stress on the job are reported in Table XIV. The data clearly showed that 69 (41.32%) of the respondents were having a moderate level of stress with mental stress on the job. Additionally, 56 (33.53%) of the respondents were having a high level of stress; 29 (17.38%) of the

TABLE XIII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH PHYSICAL STRESS ON THE JOB

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	4	0	1	0	0	0	0	0	5
%	2.40	0.00	0.60	0.00	0.00	0.00	0.00	0.00	2.99
1 - Low									
N	14	1	0	2	1	5	2	1	26
%	8.38	0.60	0.00	1.20	0.60	2.99	1.20	0.60	15.57
2 - Moderate									
N	29	2	2	7	7	12	5	4	68
%	17.38	1.20	1.20	4.19	4.19	7.18	2.99	2.40	40.72
3 - High									
N	20	5	4	1	13	4	6	6	59
%	11.97	2.99	2.40	0.60	7.79	2.40	3.60	3.00	35.33
4 - Extreme									
N	4	0	0	0	1	1	2	1	9
%	2.40	0.00	0.00	0.00	0.60	0.60	1.20	0.60	5.39
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	2.084	2.500	2.285	1.900	2.636	2.045	2.533	2.583	2.245
Stress Level Category									
	Mod.	High	Mod.	Mod.	High	Mod.	High	High	Mod.

TABLE XIV

RESPONDENTS' PERCEIVED LEVEL OF STRESS
WITH MENTAL STRESS ON THE JOB

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	1	1	1	0	0	2	0	0	5
%	0.60	0.60	0.60	0.00	0.00	1.20	0.00	0.00	2.99
1 - Low									
N	14	2	1	1	4	3	3	1	29
%	8.38	1.20	0.60	0.60	2.40	1.80	1.80	0.60	17.38
2 - Moderate									
N	30	1	2	6	11	9	5	5	69
%	17.96	0.60	1.20	3.60	6.58	5.39	2.99	2.99	41.32
3 - High									
N	22	4	3	2	6	8	6	5	56
%	13.17	2.40	1.80	1.20	3.60	4.79	3.60	2.99	33.53
4 - Extreme									
N	4	0	0	1	1	0	1	1	8
%	2.40	0.00	0.00	0.60	0.60	0.00	0.60	0.60	4.79
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	2.197	2.000	2.000	2.300	2.181	2.045	2.333	2.500	2.197
Stress Level Category									
	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	High	Mod.

respondents were having a low level of stress; 8 (4.79%) of the respondents were having an extreme level of stress; and 5 (2.99%) of the respondents were having a none level of stress. However, the mean responses for divisions 1,2,3,4,5,6, and 8 were 2.179, 2.000, 2.000, 2.300, 2.181, 2.045, 2.333, which indicated that they were having a moderate level of stress. The mean response for division 9 was 2.500, which indicated that they were having a high level of stress. The overall mean response for all the respondents in all the divisions was 2.197, which indicated that they were having a moderate level of stress with mental stress on the job. There seemed to be no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for lack of motivation are reported in Table XV. It showed that 54 (32.34%) of the respondents were having a moderate level of stress with the lack of motivation. Additionally, 49 (29.34%) of the respondents were having a high level of stress; 28 (16.76%) of the respondents were having an extreme level of stress; 28 (16.76%) of the respondents were having a low level of stress; and 8 (4.79%) of the respondents were having a none level of stress. However, the mean responses for divisions 1,4,5,8, and 9 were 2.422, 2.300, 2.045, 2.122, 2.333, which indicated that they were having a moderate level of stress. The mean responses for divisions 2 and 6 were 2.500 and 2.500, which indicated

TABLE XV

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH LACK OF MOTIVATION

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	3	0	1	1	3	0	0	0	8
%	1.80	0.00	0.60	0.60	1.80	0.00	0.00	0.00	4.79
1 - Low									
N	9	2	0	2	4	5	3	3	28
%	5.39	1.20	0.00	1.20	2.40	2.99	1.80	1.80	16.76
2 - Moderate									
N	26	1	3	2	6	7	7	2	54
%	15.57	0.60	1.80	1.20	3.60	4.19	4.19	1.20	32.34
3 - High									
N	21	4	0	3	7	4	3	7	49
%	12.57	2.40	0.00	1.80	4.19	2.40	1.80	4.19	29.34
4 - Extreme									
N	12	1	3	2	2	6	2	0	28
%	7.18	0.60	1.80	1.20	1.20	3.60	1.20	0.00	16.76
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	2.422	2.500	2.571	2.300	2.045	2.500	2.122	2.333	2.365
Stress Level Category									
	Mod.	High	High	Mod.	Mod.	High	Mod.	Mod.	Mod.

that they were having a high level of stress. The overall mean response for all the respondents in all the divisions was 2.365, which indicated that they were having a moderate level of stress with the lack of motivation. It was observed that there was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for underutilization of skills are reported in Table XVI. It was revealed that 82 (49.10%) of the respondents were having a moderate level of stress with underutilization of skills. Additionally, 40 (23.95%) of the respondents were having a high level of stress; 35 (20.96%) of the respondents were having a low level of stress; 7 (4.19%) of the respondents were having an extreme level of stress; and 3 (1.80%) of the respondents were having a none level of stress. However, the mean responses for all the divisions were 1.929, 2.125, 2.285, 2.300, 2.272, 2.136, 2.133, 2.083, which indicated that they were having a moderate level of stress. The overall mean response for all the respondents in all the divisions was 2.077, which indicated that they were having a moderate level of stress with underutilization of skills. It was noted that only three (3) respondents from division 1, were having a none level of stress with underutilization of skills.

The respondents' perceptions of the amount of stress for retirement are reported in Table XVII. It was observed

TABLE XVI

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH UNDERUTILIZATION OF SKILLS

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	3	0	0	0	0	0	0	0	3
%	1.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.80
1 - Low									
N	16	2	1	2	3	6	2	3	35
%	9.58	1.20	0.60	1.20	1.80	3.60	1.20	1.80	20.96
2 - Moderate									
N	36	4	3	4	11	9	10	5	82
%	21.56	2.40	1.80	2.40	6.58	5.39	5.98	2.99	49.10
3 - High									
N	15	1	3	3	7	5	2	4	40
%	8.99	0.60	1.80	1.80	4.19	2.99	1.20	2.40	23.95
4 - Extreme									
N	1	1	0	1	1	2	1	0	7
%	0.60	0.60	0.00	0.00	0.60	1.20	0.60	0.00	4.19
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.929	2.125	2.285	2.300	2.272	2.136	2.133	2.083	2.077
Stress Level Category									
	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.

TABLE XVII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH RETIREMENT

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	12	0	1	1	1	0	0	0	15
%	7.18	0.00	0.60	0.60	0.60	0.00	0.00	0.00	8.99
1 - Low									
N	18	0	0	0	5	2	1	2	28
%	10.77	0.00	0.00	0.00	2.99	1.20	0.60	1.20	16.76
2 - Moderate									
N	18	2	4	6	7	8	3	2	50
%	10.77	1.20	2.40	3.60	4.19	4.79	1.80	1.20	29.94
3 - High									
N	15	1	1	2	6	8	6	6	45
%	8.99	0.60	0.60	1.20	3.60	4.79	3.60	3.60	26.95
4 - Extreme									
N	8	5	1	1	3	4	5	2	29
%	4.79	2.99	0.60	0.60	1.80	2.40	2.99	1.20	17.38
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.845	3.375	2.142	2.200	2.227	2.636	3.000	2.666	2.269
Stress Level Category									
	Mod.	High	Mod.	Mod.	Mod.	High	High	High	Mod.

that 50 (29.94%) of the respondents were having a moderate level of stress with retirement. Additionally, 45 (26.94%) of the respondents were having a high level of stress; 29 (17.38%) of the respondents were having an extreme level of stress; 28 (16.76%) of the respondents were having a low level of stress; and 15 (8.99%) of the respondents were having a none level of stress. However, the mean responses for divisions 1,3,4, and 5 were 1.845, 2.142, 2.200, 2.227, which indicated that they were having a moderate level of stress. The mean responses for divisions 2,6,8, and 9 were 3.375, 2.636, 3.000, 2.666, which indicated that they were having a high level of stress. The overall mean response for all the respondents in all the divisions was 2.269, which indicated that they were having a moderate level of stress with retirement. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for trust and respect given to you are reported in Table XVIII. It showed that 86 (51.50%) of the respondents were having a moderate level of stress with trust and respect given to you. Additionally, 53 (31.74%) of the respondents were having a low level of stress; 19 (11.38%) of the respondents were having a high level of stress; 8 (4.79%) of the respondents were having a none level of stress; and 1 (0.60%) of the respondents was having an extreme level of stress. However, the mean response for division 4 was

TABLE XVIII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH TRUST AND RESPECT GIVEN TO YOU

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	4	0	1	1	1	0	0	1	8
%	2.40	0.00	0.60	0.60	0.60	0.00	0.00	0.60	4.79
1 - Low									
N	25	3	1	5	1	9	5	4	53
%	14.97	1.80	0.60	2.99	0.60	5.39	2.99	2.40	31.74
2 - Moderate									
N	35	4	3	4	15	11	9	5	86
%	20.96	2.40	1.80	2.40	8.99	6.58	5.39	2.99	51.50
3 - High									
N	7	1	2	0	5	1	1	2	19
%	4.19	0.60	1.20	0.00	2.99	0.60	0.60	1.20	11.38
4 - Extreme									
N	0	0	0	0	0	1	0	0	1
%	0.00	0.00	0.00	0.00	0.00	0.60	0.00	0.00	0.60
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.633	1.750	1.857	1.300	2.090	1.727	1.733	1.666	1.712
Stress Level Category									
	Mod.	Mod.	Mod.	Low	Mod.	Mod.	Mod.	Mod.	Mod.

1.300, which indicated that they were having a low level of stress. The mean responses for divisions 1,2,3,5,6,8, and 9 were 1.633, 1.750, 1.857, 2.090, 1.727, 1.733, 1.666, which indicated that they were having a moderate level of stress. The overall mean response for all the respondents from all the divisions was 1.712, which indicated that they were having a moderate level of stress with regard to trust and respect given to you. It was noted that there was only one (1) respondent from division 6, who was having an extreme level of stress with regard to trust and respect given to you.

The respondents' perceptions of the amount of stress for recognition by peers in the profession are reported in Table XIX. It should be pointed out that 73 (43.71%) of the respondents were having a moderate level of stress with recognition by peers in the profession. Additionally, 52 (31.14%) of the respondents were having a low level of stress; 26 (15.57%) of the respondents were having a high level of stress; 10 (5.98%) of the respondents were having a none level of stress; and 6 (3.60%) of the respondents were having an extreme level of stress with recognition by peers in the profession. However, the mean responses for divisions 1,3,4,5,6,8, and 9 were 1.718, 1.714, 1.800, 1.863, 1.545, 2.066, 1.583, which indicated that they were having a moderate level of stress. The mean response for division 2 was 2.875, which indicated that they were having a high level of stress. The overall mean response for all

TABLE XIX

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH RECOGNITION BY PEERS IN THE PROFESSION

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	5	1	0	1	1	2	0	0	10
%	2.99	0.60	0.00	0.60	0.60	1.20	0.00	0.00	5.98
1 - Low									
N	22	0	2	3	4	9	5	7	52
%	13.17	0.00	1.20	1.80	2.40	5.39	2.99	4.19	31.14
2 - Moderate									
N	33	0	5	3	15	8	5	4	73
%	19.76	0.00	2.99	1.80	8.99	4.79	2.99	2.40	43.71
3 - High									
N	10	5	0	3	1	3	4	0	26
%	5.98	2.99	0.00	1.80	0.60	1.80	2.40	0.00	15.57
4 - Extreme									
N	1	2	0	0	1	0	1	1	6
%	0.60	1.20	0.00	0.00	0.60	0.00	0.60	0.60	3.60
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.718	2.875	1.714	1.800	1.863	1.545	2.066	1.583	1.796
Stress Level Category									
	Mod.	High	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.

the respondents in all the divisions was 1.796, which indicated that they were having a moderate level of stress with regards to recognition by peers in the profession. It appeared that there was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perception of the amount of stress for working relationship with other colleagues are reported in Table XX. It was found that 74 (44.31%) of the respondents indicated that they were having a low level of stress with the working relationship with other colleagues. Additionally, 55 (32.93%) of the respondents were having a moderate level of stress; 18 (10.77%) of the respondents were having a none level of stress; 17 (10.17%) of the respondents were having a high level of stress; and 3 (1.80%) of the respondents were having an extreme level of stress. However, the mean responses for divisions 2,4,6,8, and 9 were 1.375, 1.200, 1.272, 1.200, 1.333, which indicated that they were having a low level of stress. The mean responses for divisions 1,3, and 5 were 1.507, 1.571, 2.000, which indicated that they were having a moderate level of stress. But the overall mean response for all the divisions was 1.479, which indicated that they were having a low level of stress with the working relationship with other colleagues. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

TABLE XX

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH WORKING RELATIONSHIP WITH OTHER COLLEAGUES

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	9	1	0	3	0	2	1	2	18
%	5.39	0.60	0.00	1.80	0.00	1.20	0.60	1.20	10.77
1 - Low									
N	26	3	4	2	9	13	10	7	74
%	15.57	1.80	2.40	1.20	5.39	7.79	5.98	4.19	44.31
2 - Moderate									
N	28	4	2	5	5	6	4	1	55
%	16.76	2.40	1.20	2.99	2.99	3.60	2.40	0.60	32.93
3 - High									
N	7	0	1	0	7	1	0	1	17
%	4.19	0.00	0.60	0.00	4.19	0.60	0.00	0.60	10.17
4 - Extreme									
N	1	0	0	0	1	0	0	1	3
%	0.60	0.00	0.00	0.00	0.60	0.00	0.00	0.60	3.60
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.507	1.375	1.571	1.200	2.000	1.272	1.200	1.333	1.479
Stress Level Category									
	Mod.	Low	Mod.	Low	Mod.	Low	Low	Low	Low

The respondents' perceptions of the amount of stress for working relationship with the boss are reported in Table XXI. It should be emphasized that 66 (39.52%) of the respondents were having a moderate level of stress with working relationship with the boss. Additionally, 46 (27.54%) of the respondents were having a low level of stress; 30 (17.96%) of the respondents were having a high level of stress; 15 (8.99%) of the respondents were having a none level of stress; and 10 (5.98%) of the respondents were having an extreme level of stress. However, the mean response for division 8 was 1.400, which indicated that they were having a low level of stress. But the mean responses for divisions 1,2,3,4,5,6, and 9 were 1.901, 1.625, 1.857, 1.700, 2.318, 1.618, 1.750, which indicated that they were having a moderate level of stress. The overall mean response for all the divisions was 1.844, which indicated that they were having a moderate level of stress with the working relationship with the boss. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for a personality conflict with colleagues are reported in Table XXII. It was observed that 78 (46.70%) of the respondents were having a low level of stress with personality conflict with colleagues. Additionally, 45 (26.95%) of the respondents were having a none level of stress; 33 (19.76%) of the respondents were having a

TABLE XXI

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH WORKING RELATIONSHIP WITH THE BOSS

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	7	1	1	1	0	1	2	2	15
%	4.19	0.60	0.60	0.60	0.00	0.60	1.20	1.20	8.99
1 - Low									
N	17	2	1	4	4	9	6	3	46
%	10.17	1.20	0.60	2.40	2.40	5.39	3.60	1.80	27.54
2 - Moderate									
N	28	4	3	3	9	9	6	4	66
%	16.76	2.40	1.80	1.80	5.39	5.39	3.60	2.40	39.52
3 - High									
N	14	1	2	1	7	2	1	2	30
%	8.38	0.60	1.20	0.60	4.19	1.20	0.60	1.20	17.96
4 - Extreme									
N	5	0	0	1	2	1	0	1	10
%	2.99	0.00	0.00	0.60	1.20	0.60	0.00	0.60	5.98
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.901	1.625	1.857	1.700	2.318	1.681	1.400	1.750	1.844
Stress Level Category									
	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Low	Mod.	Mod.

TABLE XXII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH PERSONALITY CONFLICT WITH COLLEAGUES

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	20	1	1	3	7	4	5	4	45
%	11.97	0.60	0.60	1.80	4.19	2.40	2.99	2.40	26.95
1 - Low									
N	27	6	5	6	7	12	9	6	78
%	16.16	3.60	2.99	3.60	4.19	7.18	5.39	3.60	46.70
2 - Moderate									
N	16	1	0	1	7	5	1	2	33
%	9.58	0.60	0.00	0.60	4.19	2.99	0.60	1.20	19.76
3 - High									
N	8	0	1	0	1	1	0	0	11
%	4.79	0.00	0.60	0.00	0.60	0.60	0.00	0.00	6.58
4 - Extreme									
N	0	0	0	0	0	0	0	0	0
%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.169	1.000	1.142	0.800	1.090	1.136	0.733	0.833	1.059
Stress Level Category									
	Low	Low	Low	Low	Low	Low	Low	Low	Low

moderate level of stress; and 11 (6.58%) of the respondents were having a high level of stress. However, the mean response for all the divisions were 1.169, 1.000, 1.142, 0.800, 1.090, 1.136, 0.733, 0.833, which indicated that they were having a low level of stress. The overall mean response for all the respondents for all the divisions was 1.059, which indicated that they were having a low level of stress with personality conflict with colleagues. It was noted that there was absolutely no respondent who had an extreme level of stress with personality conflict with colleagues.

The respondents' perceptions of the amount of stress for salary are reported in Table XXIII. It was found that 58 (34.73%) of the respondents were having a high level of stress with salary. Additionally, 48 (28.74%) of the respondents were having an extreme level of stress; 40 (23.95%) of the respondents were having a moderate level of stress; 14 (8.38%) of the respondents were having a low level of stress; and 7 (4.19%) of the respondents were having a none level of stress. However, the mean response for division 8 was 1.733, which indicated that they were having a moderate level of stress. The mean response for divisions 1,3,4,5,6, and 9 were 2.859, 2.857, 2.600, 2.590, 2.818, 3.083, which indicated that they were having a high level of stress. The mean response for division 2 was 3.625, which indicated that they were having an extreme level of stress. The overall mean response for all the

TABLE XXIII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH SALARY

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	1	0	0	1	0	1	4	0	7
%	0.60	0.00	0.00	0.60	0.00	0.60	2.40	0.00	4.19
1 - Low									
N	9	0	1	0	3	1	0	0	14
%	5.39	0.00	0.60	0.00	1.80	0.00	0.00	0.00	8.38
2 - Moderate									
N	10	0	2	3	6	7	8	4	40
%	5.98	0.00	1.20	1.80	3.60	4.19	4.79	2.40	23.95
3 - High									
N	30	3	1	4	10	5	2	3	58
%	17.96	1.80	0.60	2.40	5.98	2.99	1.20	1.80	34.73
4 - Extreme									
N	21	5	3	2	3	8	1	5	48
%	12.57	2.99	1.80	1.20	1.80	4.79	0.60	2.99	28.74
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	2.859	3.625	2.857	2.600	2.590	2.818	1.733	3.083	2.754
Stress Level Category									
	High	Extreme	High	High	High	High	Mod.	High	High

respondents from all the divisions was 2.754, which indicated that they were having high level of stress with salary. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for fringe benefits are reported in Table XXIV. It was pointed out that 64 (38.32%) of the respondents were having a moderate level of stress with fringe benefits. Additionally, 40 (23.95%) of the respondents were having a low level of stress; 35 (20.96%) of the respondents were having a high level of stress; 14 (8.38%) of the respondents were having an extreme level of stress; and another 14 (8.38) of the respondents were having a none level of stress. However, the mean responses for divisions 1,3,4,5,6,8, and 9 were 1.915, 2.285, 1.700, 1.909, 1.681, 2.000, 2.333, which indicated that they were having a moderate level of stress. But the mean response for division 2 was 2.875, which indicated that they were having a high level of stress. Then the overall mean response for all the respondents from all the divisions was 1.970, which indicated that they were having a moderate level of stress with fringe benefits. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for travel opportunity are reported in Table XXV. It

TABLE XXIV

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH FRINGE BENEFITS

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	5	0	1	2	0	3	2	1	14
%	2.99	0.00	0.60	1.20	0.00	1.80	1.20	0.60	8.38
1 - Low									
N	20	0	1	2	8	5	2	2	40
%	11.97	0.00	0.60	1.20	4.79	2.99	1.20	1.20	23.95
2 - Moderate									
N	28	3	2	4	8	10	6	3	64
%	16.76	1.80	1.20	2.40	4.79	5.98	3.60	1.80	38.32
3 - High									
N	12	3	1	1	6	4	4	4	35
%	7.18	1.80	0.60	0.60	3.60	2.40	2.40	2.40	20.96
4 - Extreme									
N	6	2	2	1	0	0	1	2	14
%	3.60	1.20	1.20	0.60	0.00	0.00	0.60	1.20	8.38
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.951	2.875	2.285	1.700	1.909	1.681	2.000	2.333	1.970
Stress Level Category									
	Mod.	High	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.

TABLE XXV

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH TRAVEL OPPORTUNITY

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	9	1	1	1	0	1	0	1	14
%	5.39	0.60	0.60	0.60	0.00	0.60	0.00	0.60	8.38
1 - Low									
N	9	3	0	2	4	3	1	3	25
	5.38	1.80	0.00	1.20	2.40	1.80	0.60	1.80	14.97
2 - Moderate									
N	36	0	4	4	10	12	11	6	83
%	21.50	0.00	2.40	2.40	5.98	7.18	6.58	3.60	49.70
3 - High									
N	12	3	2	2	8	6	3	0	36
%	7.18	1.80	1.20	1.20	4.79	3.60	1.80	0.00	21.56
4 - Extreme									
N	5	1	0	1	0	0	0	2	9
%	2.99	0.60	0.00	0.60	0.00	0.00	0.00	1.20	5.39
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.929	2.000	2.000	2.000	2.181	2.045	2.133	1.916	2.005
Stress Level Category									
	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.

showed that 83 (49.70%) of the respondents were having a moderate level of stress with travel opportunity. Additionally, 36 (21.56%) of the respondents were having a high level of stress; 25 (14.97%) of the respondents were having a low level of stress; 14 (8.38%) of the respondents were having a none level of stress; and 9 (5.39%) of the respondents were having an extreme level of stress. However, the mean responses for divisions 1,2,3,4,5,6,8, and 9 were 1.929, 2.000, 2.000, 2.000, 2.181, 2.045, 2.133, 1.916, which indicated that they were having a moderate level of stress. The overall mean response for all the respondents from all the divisions was 2.005, which indicated that they were having a moderate level of stress with travel opportunity. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for reports and other paper work are reported in Table XXVI. It was noted that 59 (35.32%) of the respondents were having a moderate level of stress with reports and other paper work. Additionally, 56 (33.53%) of the respondents were having a high level of stress; 25 (14.97%) of the respondents were having a low level of stress; 18 (10.77%) of the respondents were having an extreme level of stress; and 9 (5.39%) of the respondents were having a none level of stress. However, the mean responses for divisions 1,3,4,6, and 9 were 1.985, 2.428,

TABLE XXVI

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH REPORTS AND OTHER PAPER WORKS

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	6	0	1	0	0	1	0	1	9
%	3.60	0.00	0.60	0.00	0.00	0.60	0.00	0.60	5.39
1 - Low									
N	15	1	0	3	0	4	0	2	25
%	8.99	0.60	0.00	1.80	0.00	2.40	0.00	1.20	14.97
2 - Moderate									
N	28	1	2	5	6	7	6	4	59
%	16.76	0.60	1.20	2.99	3.60	4.19	3.60	2.40	35.32
3 - High									
N	18	5	3	1	10	9	7	3	56
%	10.77	2.99	1.80	0.60	5.98	5.39	4.19	1.80	33.53
4 - Extreme									
N	4	1	1	1	6	1	2	2	18
%	2.40	0.60	0.60	0.60	3.60	0.60	1.20	1.20	10.77
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.985	2.750	2.428	2.000	3.000	2.227	2.733	2.250	2.293
Stress Level Category									
	Mod.	High	Mod.	Mod.	High	Mod.	High	Mod.	Mod.

2.000, 2.227, 2.250, which indicated that they were having a moderate level of stress. On the other hand, the mean responses for divisions 2,5, and 8 were 2.750, 3.000, 2.733, which indicated that they were having a high level of stress. The overall mean response for all the respondents from all the divisions was 2.293, which indicated that they were having a moderate level of stress with reports and other paper work. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for the amount of responsibilities are reported in Table XXVII. It was revealed that 76 (45.50%) of the respondents were having a moderate level of stress with amount of responsibilities. Additionally, 61 (36.52%) of the respondents were having a high level of stress; 17 (10.17%) of the respondents were having a low level of stress; 12 (7.18%) of the respondents were having an extreme level of stress; and 1 (0.60%) of the respondents were having a none level of stress. However, the mean responses for divisions 1,2,3,4,5, and 6 were 2.281, 2.250, 2.285, 1.900, 2.325, 2.318, which indicated that they were having a moderate level of stress. On the other hand, the mean responses for divisions 8 and 9 were 2.533, 2.583, which indicated that they were having a high level of stress. The overall mean response for all the respondents from all the divisions was 2.395, which indicated that they were having a moderate

TABLE XXVII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH AMOUNT OF RESPONSIBILITIES

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	0	0	0	1	0	0	0	0	1
%	0.00	0.00	0.00	0.60	0.00	0.00	0.00	0.00	0.60
1 - Low									
N	12	0	1	0	0	2	0	2	17
%	7.18	0.00	0.60	0.00	0.00	1.20	0.00	1.20	10.17
2 - Moderate									
N	30	6	3	8	6	12	8	3	76
%	17.96	3.60	1.80	4.79	3.60	7.18	4.79	1.80	45.51
3 - High									
N	26	2	3	1	13	5	6	5	61
%	15.57	1.20	1.80	0.60	7.79	2.99	3.60	2.99	36.53
4 - Extreme									
N	3	0	0	0	3	3	1	2	12
%	1.80	0.00	0.00	0.00	1.80	1.80	0.60	1.20	7.18
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	2.218	2.250	2.285	1.900	2.325	2.318	2.533	2.583	2.395
Stress Level Category									
	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	High	High	Mod.

level of stress with the amount of responsibilities. There was only one (1) respondent from division 4, who had a none level of stress with the amount of responsibilities.

The respondents' perceptions of the amount of stress for responsibilities indirectly related to job are reported in Table XXVIII. The data indicated that 70 (41.91%) of the respondents were having a moderate level of stress with responsibilities indirectly related to job. Additionally, 45 (26.95%) of the respondents were having a low level of stress; 35 (20.96%) of the respondents were having a high level of stress; 9 (5.39%) of the respondents were having a none level of stress; and 8 (4.79%) of the respondents were having an extreme level of stress. However, the mean responses for divisions 1,3,4,5,6,8, and 9 were 1.859, 1.857, 1.700, 2.409, 1.636, 1.866, 1.916, which indicated that they were having a moderate level of stress. The mean response for division 2 was 2.500, which indicated that they were having a high level of stress. The overall mean response for all the respondents from all the divisions was 1.928, which indicated that they were having a moderate level of stress with responsibilities indirectly related to job. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for procedures used by administration to govern employees are reported in Table XXIX. It was found that 78 (46.70%)

TABLE XXVIII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH RESPONSIBILITIES INDIRECTLY RELATED TO JOB

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	2	0	1	1	0	2	2	1	9
%	1.20	0.00	0.60	0.60	0.00	1.20	1.20	0.60	5.39
1 - Low									
N	25	0	1	3	2	8	3	3	45
%	14.97	0.00	0.60	1.80	1.20	4.79	1.80	1.80	26.95
2 - Moderate									
N	28	5	3	4	10	9	6	5	70
%	16.76	2.99	1.80	2.40	5.98	5.39	3.60	2.99	41.92
3 - High									
N	13	2	2	2	9	2	3	2	35
%	7.79	1.20	1.20	1.20	5.39	1.20	1.80	1.20	20.96
4 - Extreme									
N	3	1	0	0	1	1	1	1	8
%	1.80	0.60	0.00	0.00	0.60	0.60	0.60	0.60	4.79
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.859	2.500	1.857	1.700	2.409	1.636	1.866	1.916	1.928
Stress Level Category									
	Mod.	High	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.

TABLE XXIX

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH PROCEDURES USED BY ADMINISTRATION TO GOVERN EMPLOYEES

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	3	0	0	1	0	2	0	0	6
%	1.80	0.00	0.00	0.60	0.00	1.20	0.00	0.00	3.60
1 - Low									
N	19	1	2	0	1	2	2	3	30
%	11.38	0.60	1.20	0.00	0.60	1.20	1.20	1.80	17.96
2 - Moderate									
N	23	5	1	5	13	15	11	5	78
%	13.77	2.99	0.60	2.99	7.79	8.99	6.58	2.99	46.71
3 - High									
N	21	1	2	3	5	1	2	3	38
%	12.57	0.60	1.20	1.80	2.99	0.60	1.20	1.80	22.75
4 - Extreme									
N	5	1	2	1	3	2	0	1	15
%	2.99	0.60	1.20	0.60	1.80	1.20	0.00	0.60	8.99
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response	2.084	2.250	2.571	2.300	2.454	1.954	2.000	2.166	2.155
Stress Level Category	Mod.	Mod.	High	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.

of the respondents were having a moderate level of stress with procedures used by administration to govern employees. Additionally, 38 (22.75%) of the respondents were having a high level of stress; 30 (17.96%) of the respondents were having a low level of stress; 15 (8.99%) of the respondents were having an extreme level of stress; and 6 (3.60%) of the respondents were having a none level of stress. The mean responses for divisions 1,2,4,5,6,8, and 9 were 2.084, 2.250, 2.300, 2.454, 1.954, 2.000, 2.166, which indicated that they were having a moderate level of stress. The mean response for division 3 was 2.571, which indicated that they were having a high level of stress. The overall mean response for all the respondents in all the divisions was 2.155, which indicated that they were having a moderate level of stress with procedures used by administration to govern employees. No distinguishable difference was observed in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for a monthly meeting are reported in Table XXX. It was noted that 55 (32.93%) of the respondents were having a moderate level of stress with a monthly meeting. Additionally, 38 (22.75%) of the respondents were having a none level of stress; 33 (19.76%) of the respondents were having a low level of stress; 29 (17.37%) of the respondents were having a high level of stress; and 12 (7.18%) of the respondents were having an extreme level of

TABLE XXX

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH MONTHLY MEETING

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	26	0	0	5	0	1	4	2	38
%	15.57	0.00	0.00	2.99	0.00	0.60	2.40	1.20	22.75
1 - Low									
N	18	0	2	2	2	8	1	0	33
%	10.77	0.00	1.20	1.20	1.20	4.79	0.60	0.00	19.76
2 - Moderate									
N	14	4	4	1	11	7	8	6	55
%	8.38	2.40	2.40	0.60	6.58	4.19	4.79	3.60	32.93
3 - High									
N	9	3	1	0	7	4	2	3	29
%	5.39	1.80	0.60	0.00	4.19	2.40	1.20	1.80	17.37
4 - Extreme									
N	4	1	0	2	2	2	0	1	12
%	2.40	0.60	0.00	1.20	1.20	1.20	0.00	0.60	7.18
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.253	2.625	1.857	1.200	2.409	1.909	1.533	2.083	1.664
Stress Level Category									
	Low	High	Mod.	Low	Mod.	Mod.	Mod.	Mod.	Mod.

stress. However, the mean responses for divisions 1 and 4 were 1.253, 1.200, which indicated that they were having a low level of stress. The mean responses for divisions 3,5,6,8, and 9 were 1.857, 2.409, 1.909, 1.533, 2.083, which indicated that they were having a moderate level of stress. The mean response for division 2 was 2.625, which indicated that they were having a high level of stress. Then, the overall mean response for all the respondents from all the divisions was 1.664, which indicated that they were having a moderate level of stress with a monthly meeting. No distinguishable difference was observed in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for a transfer are reported in Table XXXI. It was observed that 54 (32.34%) of the respondents were having a high level of stress with transfer. Additionally, 38 (22.75%) of the respondents were having an extreme level of stress; 37 (22.15%) of the respondents were having a moderate level of stress; 22 (13.17%) of the respondents were having a low level of stress; and 16 (9.58%) of the respondents were having a none level of stress. However, the mean responses for divisions 1,4, and 5 were 2.309, 2.300, 2.045, which indicated that they were having a moderate level of stress. The mean responses for divisions 3,6,8, and 9 were 2.571, 2.590, 2.866, 2.500, which indicated that they were having a high level of stress. The mean response for division 2

TABLE XXXI

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH TRANSFER

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	10	0	1	1	1	0	1	2	16
%	5.98	0.00	0.60	0.60	0.60	0.00	0.60	1.20	9.58
1 - Low									
N	11	0	0	1	7	3	0	0	22
%	6.58	0.00	0.00	0.60	4.19	1.80	0.00	0.00	13.17
2 - Moderate									
N	15	0	1	4	5	7	3	2	37
%	8.99	0.00	0.60	2.40	2.99	4.19	1.80	1.20	22.15
3 - High									
N	17	2	4	2	8	8	7	6	54
%	10.77	1.20	2.40	1.20	4.79	4.79	4.19	3.60	32.34
4 - Extreme									
N	18	6	1	2	1	4	4	2	38
%	10.77	3.60	0.60	1.20	0.60	2.40	2.40	1.20	22.75
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	2.309	3.750	2.571	2.300	2.045	2.590	2.866	2.500	2.455
Stress Level Category									
	Mod.	Extreme	High	Mod.	Mod.	High	High	High	Mod.

was 3.750, which indicated that they were having an extreme level of stress. Then, the overall mean response for all the respondents from all the divisions was 2.455, which indicated that they were having a moderate level of stress with transfer. No distinguishable difference was observed in the numbers and percentages of the respondents from each division.

The respondents' perceptions of the amount of stress for political/community pressure on the job are reported in Table XXXII. It was calculated that 45 (26.95%) of the respondents were having a moderate level of stress with political/community pressure on the job. Additionally, 39 (23.35%) of the respondents were having a none level of stress; 38 (22.75%) of the respondents were having a low level of stress; 28 (16.76%) of the respondents were having a high level of stress; and 17 (10.17%) of the respondents were having an extreme level of stress. However, the mean responses for divisions 1 and 4 were 1.281, 1.000, which indicted that they were having a low level of stress. The mean responses for divisions 3,5,6,8, and 9 were 1.714, 1.954, 1.818, 2.266, 2.083, which indicated that they were having a moderate level of stress. The mean response for division 2 was 3.125, which indicated that they were having a high level of stress. The overall mean response for all the respondents from all the divisions was 1.676, which indicated that they were having a moderate level of stress with political/community pressure on the job. There was no

TABLE XXXII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH POLITICAL/COMMUNITY PRESSURE ON THE JOB

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	24	0	1	5	2	3	2	2	39
%	14.37	0.00	0.60	2.99	1.20	1.80	1.20	1.20	23.35
1 - Low									
N	19	0	1	2	6	6	2	2	38
%	11.38	0.00	0.60	1.20	3.60	3.60	1.20	1.20	22.75
2 - Moderate									
N	14	2	4	2	8	8	4	3	45
%	8.38	1.20	2.40	1.20	4.79	4.79	2.40	1.80	26.95
3 - High									
N	12	3	1	0	3	2	4	3	28
%	7.18	1.80	0.60	0.00	1.80	1.20	2.40	1.80	16.76
4 - Extreme									
N	2	3	0	1	3	3	3	2	17
%	1.20	1.80	0.00	0.60	1.80	1.80	1.80	1.20	10.17
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.281	3.125	1.714	1.000	1.954	1.818	2.266	2.083	1.676
Stress Level Category									
	Low	High	Mod.	Low	Mod.	Mod.	Mod.	Mod.	Mod.

distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for a prospect for promotion are reported in Table XXXIII. The data indicated that 80 (47.90%) of the respondents were having an extreme level of stress with prospect for promotion. Additionally, 46 (27.54%) of the respondents were having a high level of stress; 19 (11.38%) of the respondents were having a low level of stress; 12 (7.18%) of the respondents were having a moderate level of stress; 10 (5.98%) of the respondents were having a none level of stress. However, the mean responses for divisions 1,3,4,5,6, and 8 were 2.943, 2.714, 3.300, 3.045, 2.727, 2.600, which indicated that they were having a high level of stress. The mean responses for divisions 2 and 9 were 3.875, 3.583, which indicated that they were having an extreme level of stress. The overall mean response for all the respondents from all the divisions was 3.000, which indicated that they were having a high level of stress with a prospect for promotion. There was no distinguishable difference in the numbers and percentages between the respondents from each division.

The respondents' perceptions of the amount of stress for attending short courses are reported in Table XXXIV. It showed that 68 (40.71%) of the respondents were having a moderate level of stress with attending short courses. Additionally, 42 (25.15%) of the respondents were having a

TABLE XXXIII

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH PROSPECT FOR PROMOTION

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	6	0	1	0	1	1	1	0	10
%	3.60	0.00	0.60	0.00	0.60	0.60	0.60	0.00	5.98
1 - Low									
N	7	0	0	1	4	4	3	0	19
%	4.19	0.00	0.00	0.60	2.40	2.40	1.80	0.00	11.38
2 - Moderate									
N	5	0	2	1	0	2	1	1	12
%	2.99	0.00	1.20	0.60	0.00	1.20	0.60	0.60	7.18
3 - High									
N	20	1	1	2	5	8	6	3	46
%	11.97	0.00	0.00	1.20	2.99	4.79	3.60	1.80	27.54
4 - Extreme									
N	33	7	3	6	12	7	4	8	80
%	19.76	4.19	1.80	3.60	7.18	4.19	2.40	4.79	47.90
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	2.943	3.875	2.714	3.300	3.045	2.727	2.600	3.583	3.000
Stress Level Category									
	High	Extreme	High	High	High	High	High	Extreme	High

TABLE XXXIV

RESPONDENTS' PERCEIVED LEVEL OF STRESS WITH ATTENDING SHORT COURSES

Stress Level	Division 1	2	3	4	5	6	8	9	Total
0 -None									
N	16	0	1	3	1	1	2	2	26
%	9.58	0.00	0.60	1.80	0.60	0.60	1.20	1.20	15.57
1 - Low									
N	20	1	3	1	6	6	1	4	42
%	11.97	0.00	1.80	0.60	3.60	3.60	0.60	2.40	25.15
2 - Moderate									
N	22	6	2	3	12	10	9	4	68
%	13.17	3.60	1.20	1.80	7.18	5.39	5.39	2.40	40.72
3 - High									
N	7	0	0	1	3	4	2	1	18
%	4.19	0.00	0.00	0.60	1.80	2.40	1.20	0.60	10.77
4 - Extreme									
N	6	1	1	2	0	1	1	1	13
%	3.60	0.60	0.60	1.20	0.00	0.60	0.60	0.60	7.79
Total									
N	71	8	7	10	22	22	15	12	167
%	42.51	4.79	4.19	5.98	13.17	13.17	8.99	7.18	100
Mean Response									
	1.535	2.125	1.571	1.800	1.772	1.909	1.933	1.583	1.700
Stress Level Category									
	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.	Mod.

low level of stress; 26 (15.57%) of the respondents were having a none level of stress; 18 (10.77%) of the respondents were having a high level of stress; and 13 (7.79%) of the respondents were having an extreme level of stress. However, the mean responses for all the divisions were 1.535, 2.125, 1.571, 1.800, 1.772, 1.909, 1.933, 1.583, which indicated that they were having a moderate level of stress. The overall mean response for all the respondents from all the divisions was 1.700, which indicated that they were having a moderate level of stress with attending short courses. No distinguishable difference was observed in the numbers and percentages between the respondents from each division.

When asked, "List the one item leading to the most stress in your job", the respondents indicated the following: (1) 55 of the respondents indicated prospect for promotion; (2) 24 of the respondents indicated transfer; (3) 22 of the respondents indicated dead-end-job; (4) 18 of the respondents indicated reports and other paper work; (5) 14 of the respondents indicated salary; (6) 10 of the respondents indicated political/community pressure on the job; (7) 4 of the respondents indicated amount of responsibilities; (8) 4 of the respondents indicated sickness and illness; (9) 4 of the respondents indicated retirement; (10) 3 of the respondents indicated working relationship with the boss; (11) 3 of the respondents indicated travel opportunity; (12) 2 of the respondents

indicated mental stress on the job; (13) 2 of the respondents indicated working relationship with colleagues; (14) 2 of the respondents indicated responsibilities indirectly related to job;(15) 1 of the respondents indicated changes in instruction; (16) 1 of the respondents indicated trust and respect given to you;(17) 1 of the respondents indicated fringe benefits (housing loan); (18) 1 of the respondents indicated social status in the community; (19) 1 of the respondents indicated physical stress on the job; (20) 1 of the respondents indicated feelings of accomplishment and success; (21) 1 of the respondents indicated monthly meeting; (22) 1 of the respondents indicated marriage; (23) 1 of the respondents indicated opportunity to return to school; (24) 1 of the respondents indicated procedures used by administration to govern employees; and (25) 1 of the respondents indicated lack of motivation.

CHAPTER V

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

Introduction

The purpose of this chapter was to present concise summaries of the following topics: purpose of the study and the major findings of the research. Also, through a detailed inspection of these topics, conclusions and recommendations were presented based on the analysis of the data.

Purpose

The intent of this study was to identify and evaluate factors influencing job stress of Agricultural Assistants in eight divisions within Sarawak, Malaysia.

Summary of Population

The total number of Agricultural Assistants surveyed within the Department of Agriculture, Sarawak, were 167. The population included only Agricultural Assistants who had worked not less than three (3) years in the Department of Agriculture, Sarawak. The population of Agricultural Assistants surveyed from each division of the state were as follows: Division 1 was the largest having 71 Agricultural

Assistants surveyed; Division 2 had 8 Agricultural Assistants surveyed; Division 3 had 7 Agricultural Assistants surveyed; Division 4 had 10 Agricultural Assistants surveyed; Division 5 had 22 Agricultural Assistants surveyed; Division 6 had 22 Agricultural Assistants surveyed; Division 8 had 15 Agricultural Assistants surveyed; and Division 9 had 12 Agricultural Assistants surveyed.

Findings

A summary of the respondents' perceived job stress relative to their job as an Agricultural Assistants (Question numbers 1 through 32) is reported in Table XXXV. The respondents revealed that they were generally having a moderate level of stress in their job. There were three (3) areas in which they had high level of stress. They were: (1) dead-end-job with a mean response of 3.335; (2) prospect for promotion with a mean response of 3.000; and (3) salary with a mean response of 2.754.

However, the respondents revealed that they had twenty three (23) areas in which they had moderate level of stress. They were: (1) housing opportunity with a mean response of 1.772; (2) social status in the community with a mean response of 1.616; (3) opportunity to return to school with a mean response of 1.952; (4) sickness and illness with a mean response of 1.514; (5) feelings of accomplishment and success with a mean response of 2.083;

(6) physical stress on the job with a mean response of 2.245; (7) mental stress on the job with a mean response of 2.197; (8) lack of motivation with a mean response of 2.365; (9) under-utilization of skills with a mean response of 2.077;(10) retirement with a mean response of 2.269; (11) trust and respect given to you with a mean response of 1.712; (12) recognition by peers in the profession with a mean response of 1.796; (13) working relationship with the boss with a mean response of 1.844; (14) fringe benefits with a mean response of 1.970; (15) travel opportunity with a mean response of 2.005; (16) reports and other paper work with a mean response of 2.293; (17) amount of responsibilities with a mean response of 2.395; (18) responsibilities indirectly related to job with a mean response of 1.928; (19) procedures used by administration to govern employees with a mean response of 2.155; (20) monthly meeting with a mean response of 1.664; (21) transfer with a mean response of 2.455; (22) political/community pressure on the job with a mean response of 1.676; (23) attending short courses with a mean response of 1.700.

Finally, the respondents revealed that they had low level of stress in six (6) areas. They were: (1) two-career-couple with a mean response of 0.688; (2) living in rural environment with a mean response of 1.479; (3) marriage with a mean response of 1.173; (4) bereavement with a mean response of 1.425; (5) working

relationship with other colleagues with a mean response of 1.479;(6) personality conflict with colleagues with a mean response of 1.059.

When asked to list the one item leading to the most stress in their job, the respondents indicated the following: (1) prospect for promotion; (2) transfer; (3) dead-end-job;(4) reports and other paper work; (5) salary; and (6) political/community pressure on the job.

Table XXXV summarized the respondents' perceived level of stress relative to their job as an Agricultural Assistants.

Conclusions

Due to a majority of the mean responses of the respondents indicating that they had moderate level of stress in twenty three (23) areas, namely; housing opportunity, social status in the community, opportunity to return to school, sickness and illness, feelings of accomplishment and success, physical stress on the job, mental stress on the job, lack of motivation, underutilization of skills, retirement, trust and respect given to you, recognition by peers in the profession, working relationship with the boss, fringe benefits, travel opportunity, reports and other paper work, amount of responsibilities, responsibilities indirectly related to job, procedures used by administration to govern employees,

monthly meeting, transfer, political/community pressure on the job, and attending short courses; the author concluded that the Agricultural Assistants are generally having a moderate level of stress in their job.

The researcher also concluded that there were three (3) areas where the Agricultural Assistants were having high level of stress. They were: (1) dead-end-job, (2) salary, and (3) prospect for promotion.

The author further concluded that the one most frequently listed item leading to the most stress in their job as an Agricultural Assistant was the prospect for promotion.

Table XXXVI summarized those factors that caused the most stress in the job of an Agricultural Assistant.

Recommendations

As a result of the conclusions drawn from the analysis and interpretation of data, the author concluded that the Agricultural Assistants were generally having a moderate level of stress in their job. However, the Department of Agriculture should not be alarmed by this level of stress, as this level of stress is considered normal. Instead, the Department should pay more attention on those three factors where the Agricultural Assistants were having a high level of stress in their job. The following recommendations are made:

Factors with high level of stress

1. Dead-end-job: The Department of Agriculture should create more opportunities for advancements, by opening more chances for promotion. The Department should also provide the opportunity for those Agricultural Assistants who are interested in taking courses from the MARA Institute of Technology. Agricultural Assistants should also take the advantage of taking correspondence courses offered by the Universiti Sains Malaysia. Educating oneself will provide a better ground for advancements.

2. Prospect for promotion: The Department of Agriculture should create more openings for promotion, as these Agricultural Assistants who have worked for so many years have been expecting at least a promotion in their lives. When this is done, the Agricultural Assistants will realize that their services for the Department is recognized and appreciated, and in doing so, they will be more productive in their job.

3. Salary: The only way by which the Department of Agriculture can deal with this problem is by promoting Agricultural Assistants to higher positions. When promotion is given, salary increment will automatically followed.

Factors with moderate level of stress

4. Transfer: The Department of Agriculture should try to rotate the transfer of Agricultural Assistant in such a way that they will have equal chance to work both in the rural and urban areas of the state, and also in other divisions.

5. Amount of responsibilities: Some Agricultural Assistants may have more responsibilities than others. The Department of Agriculture should be able to avoid giving additional responsibilities to the already overloaded Agricultural Assistants.

6. Lack of motivation: Agricultural Assistants should know that motivation is intrinsic. Because of this, the Department of Agriculture should promote/provide the environment that is conducive for motivation. This could be done by providing better facilities and services for the Agricultural Assistants.

7. Reports and other paper work: Agricultural Assistants should know that reports and other paper work are very essential. The Department could help by standardizing reports format and other paper works, so that the Agricultural Assistants could have no problem in dealing with them. Having new format for reports and other paper works too often, will confuse the Agricultural Assistants.

8. Retirement: Agricultural Assistant should take this topic seriously, so that better planning could be done

for the future, so as to what they will be doing and having.

9. Physical stress on the job: Agricultural Assistants should know the art of stress management. This could be done by simple exercises and meditation. When the work is too heavy, the Agricultural Assistants should be able to schedule their tasks and responsibilities better.

10. Mental stress on the job: Agricultural Assistants should be able to know the art of stress management as in recommendation 9 above.

11. Procedures used by administration to govern employees: The common problem faced by the Agricultural Assistants are the many different instructions on the same subject given by many different superiors. It has been confusing and annoying. The Department of Agriculture should have short courses for its staffs on the method of personnel management.

12. Feelings of accomplishment and success: The Department of Agriculture should recognize those who had achieved great accomplishment and success in their job. This could be done through the presentation of awards and certificate. Compliments should be given so as to appreciate the services rendered by these officers.

13. Underutilization of skills: Agricultural Assistants should be able to render their expertise where it is needed in the Department, and this could only be done by letting the Department knows about those talents.

14. Travel opportunity: The Department of Agriculture should look into more openings by which the Agricultural Assistants could have the chance of travel to other parts of the country/nation, so as to broaden their knowledge and experience.

15. Fringe benefits: There is nothing that the Department of Agriculture can do as this is a fixed governmental regulations.

16. Opportunity to return to school: Agricultural Assistants should know that they are not restricted to go back to school if they feel that they want to. When this is not possible, then another alternative is to enroll in a correspondence courses offered by MARA Institute of Technology and Universiti Sains Malaysia. There are also professional courses offered by other institutions that are recognized by the Malaysian government. On the other hand, the Department of Agriculture should organize more in-service training for the Agricultural Assistants so that they could update their knowledge and experience.

17. Responsibilities indirectly related to job: Agricultural Assistants should know that sometimes they may be assigned to do something that is not directly related to their job. They are assigned for the good of the Department as a whole. On the other hand, the Department of Agriculture should be more considerate not to assign anymore responsibilities to the already overloaded Agricultural Assistants.

18. Working relationship with the boss: Agricultural Assistants should know that the boss is no super-man that can stand all pressures and doesn't make mistakes. Knowing his strengths and weaknesses well will allow the Agricultural Assistants the ability to communicate with the boss.

19. Recognition by peers in the profession: One doesn't need to be famous in order to be recognized. In order to be recognized by peers in the profession, it would be better to have the job done very well. Having a good clean record is of great advantage.

20. Housing opportunity: The Department of Agriculture should at least allow an Agricultural Assistant a chance to work in his home town, and in this way he will be able to build his house on his land.

21. Trust and respect given to you: It is difficult to be trusted and respected if we do not trust and respect others in the first place. Agricultural Assistants should be able to change their attitude and begin to trust and respect others more so that they will be trusted and respected in return.

22. Attending short courses: Agricultural Assistants should realize that attending short courses is a good chance of updating their knowledge and experience. Upon doing so, they will be able to perform well in their job.

23. Political/community pressure on the job: Agricultural Assistants should realize that these pressures

could not be avoided. In order not to be disturbed by this, Agricultural Assistants should perform their job very well, and at the same time to maintain a good, clean record at all times.

24. Monthly meeting: Some Agricultural Assistants felt that the monthly meeting is becoming too hectic. The Department of Agriculture should look into the possibility of having it once in two months.

25. Social status in the community: Agricultural Assistants should be encouraged to join clubs, organizations, and other agencies in the community, that will be having such activities that would help promote the exposure of himself, and thus will help his status in his community.

26. Sickness and illness: Agricultural Assistants should be allowed to work in towns and districts where there are hospitals and dispensaries.

Factors with low level of stress

27. Living in rural environment: A better arrangement would be to allow the transfer of an Agricultural Assistant from the rural environment to the urban areas, so that there will be a rotational transfer for all the officers. In this way, then there won't be any officer who will be living in the rural environment for a very long time. If commuting is possible, then this could be another way of relieving the stress of living in the rural environment.

28. Working relationship with other colleagues: Agricultural Assistants should realize that they have to work together as a team if they want the Department to function well. Each Agricultural Assistant has been assigned his/her own tasks and responsibilities, and by doing so, the Department will be able to achieve its goals and objectives.

29. Bereavement: Agricultural Assistants should learn how to cope by occupying themselves in some activities, and to get involved with other people for moral support.

30. Marriage: Agricultural Assistants should realize that when this is becoming pretty rough, it would be better to seek professional help from counselors who are expert in this area.

31. Personality conflict with colleagues: Agricultural Assistants should know that we are all made differently, and having personality conflict is inevitable. However, these differences should not be allowed to stand in the way of performing one's duty for the Department.

32. Two-career-couple: Agricultural Assistants should be able to make their own private arrangements as to how the family is to take care of it's chores. Suggestions such as the following would be helpful: (1) hire a baby-sitter to take care of the kids; (2) send the kids to a day-care center; (3) hire a live-in maid; or (4) invite a live-in relative to take care of the home. The Department of Agriculture should be more considerate by allowing both

the couple to work in the same office or town. This could be done by transferring them together, and not to transfer them away from one another.

Recommendations for Additional Research

The following recommendations are made in regard to additional research. The recommendations are judgments based on having conducted the study and on the examination of the findings of the study.

1. Since this study did not involve all the Agricultural Assistants in the whole state, there should be a study conducted to involve all the Agricultural Assistants in all the divisions of the state so that more complete information could be obtained.

2. Similar research should be conducted on the amount of stress of other grades of agricultural staffs, such as the Home Demonstrators, Junior Agricultural Assistants, Home Economics Supervisors, and Assistant Agricultural Officers.

3. There should be a comparative research done on the amount of stress of the Agricultural Assistants who live in the rural areas with those living in the urban areas.

4. There should be a comparative research study done on the amount of stress of the Agricultural Assistants in each Branch of the Department, such as the Extension Branch, Education Branch, Research Branch, Veterinary Branch, and Fishery Branch, so as to see which Branch has

more stressful Agricultural Assistants.

TABLE XXXV

SUMMARY OF RESPONDENTS' PERCEIVED LEVEL OF STRESS RELATIVE TO THEIR JOB AS AN AGRICULTURAL ASSISTANT

Factors		Mean Response	Stress Category
Individual			
1.	Two-career-couple	0.688	Low
2.	Living in rural environment	1.479	Low
3.	Housing opportunity	1.772	Moderate
4.	Social status in the community	1.616	Moderate
5.	Dead-end-job	3.335	High
6.	Opportunity to return to school	1.952	Moderate
7.	Sickness and illness	1.514	Moderate
8.	Marriage	1.173	Low
9.	Bereavement	1.425	Low
10.	Feelings of accomplishment and success	2.083	Moderate
11.	Physical stress on the job	2.245	Moderate
12.	Mental stress on the job	2.197	Moderate
13.	Lack of motivation	2.365	Moderate
14.	Underutilization of skills	2.077	Moderate
15.	Retirement	2.269	Moderate

Table XXXV (Continued)

Factors		Mean Response	Stress Category
Interpersonal			
16.	Trust and respect given to you	1.712	Moderate
17.	Recognition by peers in the profession	1.796	Moderate
18.	Working relationship with other colleagues	1.479	Low
19.	Working relationship with the boss	1.844	Moderate
20.	Personality conflict with colleagues	1.059	Low
Organizational			
21.	Salary	2.754	High
22.	Fringe benefits	1.970	Moderate
23.	Travel opportunity	2.005	Moderate
24.	Reports and other paper work	2.293	Moderate
25.	Amount of responsibilities	2.395	Moderate
26.	Responsibilities indirectly related to job	1.928	Moderate
27.	Procedures used by administration to govern employees	2.155	Moderate
28.	Monthly meeting	1.664	Moderate
29.	Transfer	2.455	Moderate
30.	Political/community pressure on the job	1.676	Moderate
31.	Prospect for promotion	3.000	High
32.	Attending short courses	1.700	Moderate

TABLE XXXVI

SUMMARY OF SELECTED FACTORS THAT CAUSED THE MOST STRESS IN THE JOB OF AN AGRICULTURAL ASSISTANT

Factors		Mean Response	Stress Category
1.	Dead-end-job	3.335	High
2.	Prospect for promotion	3.000	High
3.	Salary	2.754	High
4.	Transfer	2.455	Moderate
5.	Amount of responsibilities	2.395	Moderate
6.	Lack of motivation	2.365	Moderate
7.	Reports and other paper work	2.293	Moderate
8.	Retirement	2.269	Moderate
9.	Physical stress on the job	2.245	Moderate
10.	Mental stress on the job	2.197	Moderate
11.	Procedures used by administration to govern employees	2.155	Moderate
12.	Feelings of accomplishment and success	2.083	Moderate
13.	Underutilization of skills	2.077	Moderate
14.	Travel opportunity	2.005	Moderate
15.	Fringe benefits	1.970	Moderate
16.	Opportunity to return to school	1.952	Moderate
17.	Responsibilities indirectly related to job	1.928	Moderate

Table XXXVI (Continued)

Factors	Mean Response	Stress Category
18. Working relationship with the boss	1.844	Moderate
19. Recognition by peers in the profession	1.796	Moderate
20. Housing opportunity	1.772	Moderate
21. Trust and respect given to you	1.712	Moderate
22. Attending short courses	1.700	Moderate
23. Political/community pressure on the job	1.676	Moderate
24. Monthly meeting	1.664	Moderate
25. Social status in the community	1.616	Moderate
26. Sickness and illness	1.514	Moderate
27. Living in rural environment	1.479	Low
28. Working relationship with other colleagues	1.479	Low
29. Bereavement	1.425	Low
30. Marriage	1.173	Low
31. Personality conflict with colleagues	1.059	Low
32. Two-career-couple	0.688	Low

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APPENDIXES

APPENDIX A

INSTRUMENT

JOB STRESS QUESTIONNAIRE

CIRCLE THE CORRECT INFORMATION

DIVISION: 1 2 3 4 5 6 8 9

YEARS OF WORKING EXPERIENCE: (1) 1 - 5 (2) 6 - 10 (3) 11 - 15 (4) Above 15

Indicate in the appropriate column the level of stress that each of the following cause on your job as an Agricultural Assistant:

		Level of stress				
	INDIVIDUAL FACTORS	None	Low	Moderate	High	Extreme
1.	Two-career-couple					
2.	Living in rural environment					
3.	Housing opportunity					
4.	Social status in the community					
5.	Dead-end-job					
6.	Opportunity to return to school					
7.	Sickness and illness					
8.	Marriage					
9.	Bereavement					
10.	Feelings of accomplishment and success					
11.	Physical stress on the job					
12.	Mental stress on the job					
13.	Lack of motivation					
14.	Underutilization of skills					
15.	Retirement					

		Level of stress				
	INTERPERSONAL FACTORS	None	Low	Moderate	High	Extreme
16.	Trust and respect given to you					
17.	Recognition by peers in the profession					
18.	Working relationship with other colleagues					
19.	Working relationship with the boss					
20.	Personality conflict with colleagues					
	ORGANIZATIONAL FACTORS					
21.	Salary					
22.	Fringe Benefits					
23.	Travel opportunity					
24.	Report and other paper work					
25.	Amount of responsibilities					
26.	Responsibilities indirectly related to job					
27.	Procedures used by administration to govern employees					
28.	Monthly meeting					
29.	Transfer					
30.	Political/community pressure on the job					
31.	Prospect for promotion					
32.	Attending short courses					

ANSWER THE FOLLOWING QUESTION

List the one item leading to the most stress in your job.

_____

APPENDIX B

LETTERS

OSU

Oklahoma State University

DEPARTMENT OF AGRICULTURAL EDUCATION
DIVISION OF AGRICULTURE

STILLWATER, OKLAHOMA 74078
AGRICULTURAL HALL 448
405-624-5129

FROM: Robert Gallang Lagang
Oklahoma State University
523 North Main, #117
Stillwater, Oklahoma 74075
U.S.A.

June 6, 1988

TO: Director of Agriculture,
Kuching, Saravak,
Malaysia.

(Attention: Assistant Director Extension)

Sir,

As a partial fulfillment of the requirements for the Degree of Master of Science at Oklahoma State University, I am required to write a thesis. This study is entitled, "The Relationship of Job Stress and Productivity of Agricultural Assistants in Saravak, Malaysia".

To enable me to carry out this study, I would appreciate your kind and favorable support to allow me to meet with Agricultural Assistants in the Department in order to gather the necessary information to complete the thesis.

This study should be of great benefit to the Department and the Ministry of Agriculture, who will be dealing with the present and prospective Agricultural Assistants in the State. A copy of the findings will be extended to you for your review.

Your kind consideration and assistance in this study is greatly appreciated.

Thank you very much.

Yours faithfully,

(Robert Gallang Lagang)
Graduate Student
Agricultural Education
Oklahoma State University

Dr. Eddy Finley
Thesis Adviser and
Associate Professor
Agricultural Education
Oklahoma State University

6.20.88

Dear Friends/Colleagues,

As a partial fulfillment of the requirements for the Degree of Master of Science at Oklahoma State University, Stillwater, Oklahoma, U.S.A., I am required to write a thesis entitled, "The Relationship of Job Stress and Productivity of Agricultural Assistants in Sarawak, Malaysia".

I would appreciate if you could kindly respond to the attached Questionnaire please.

Thank you very much.

Robert Gallang Lagang,
Graduate Student,
Agricultural Education,
Oklahoma State University,
Stillwater, Oklahoma,
U.S.A.

APPENDIX C

MAPS

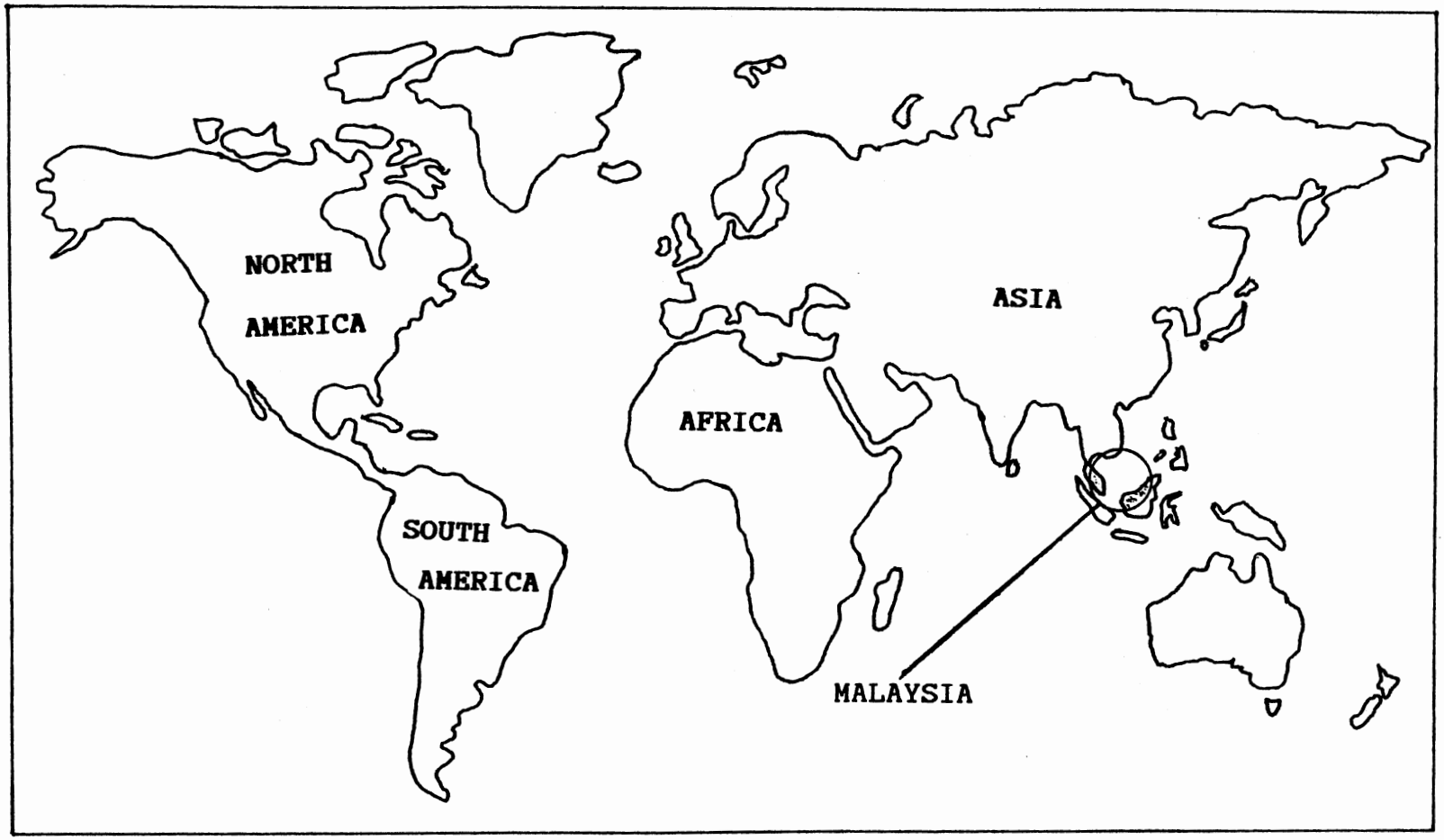

Figure 1. Malaysia in Relation to the World

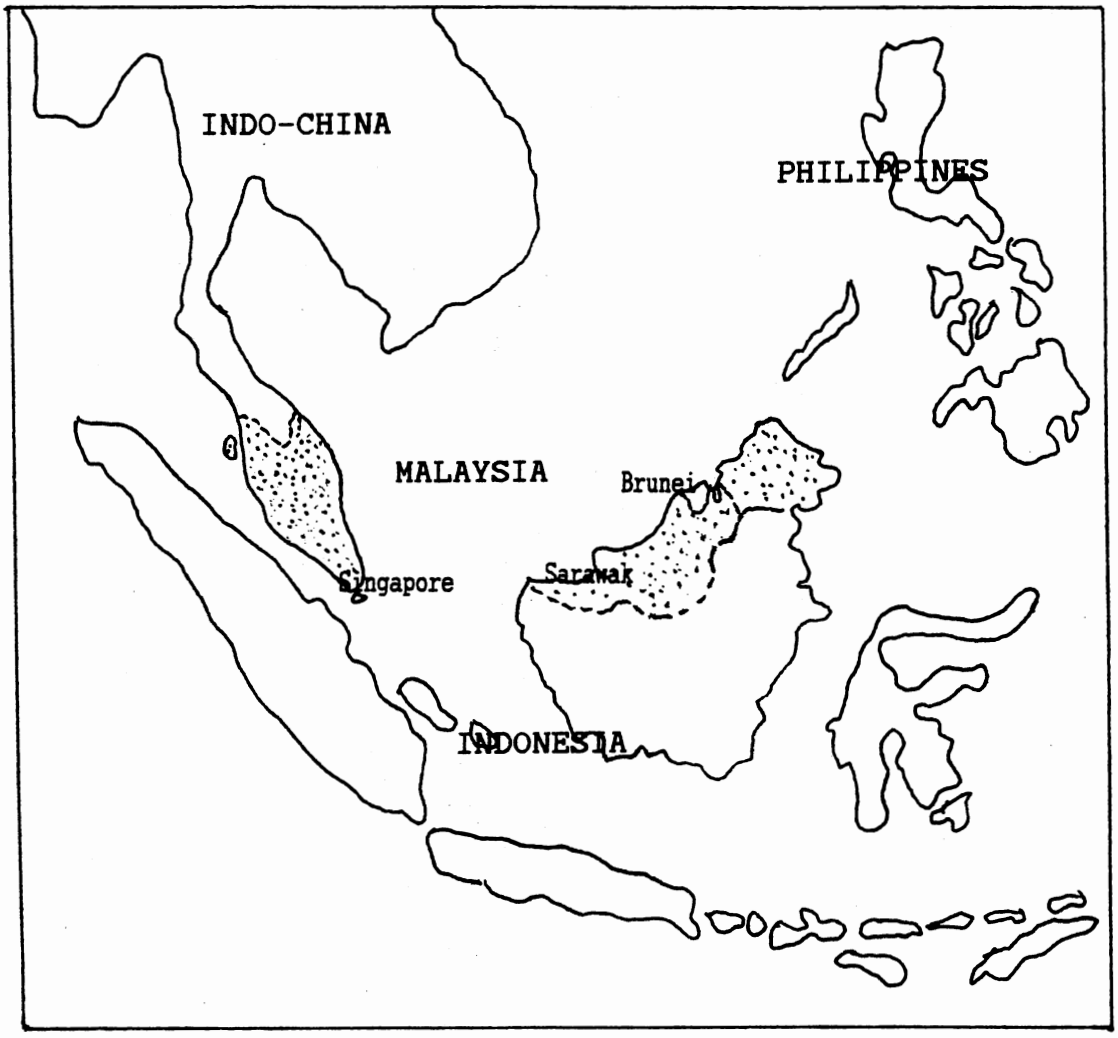

Figure 2. Malaysia in Relation to South-East-Asia

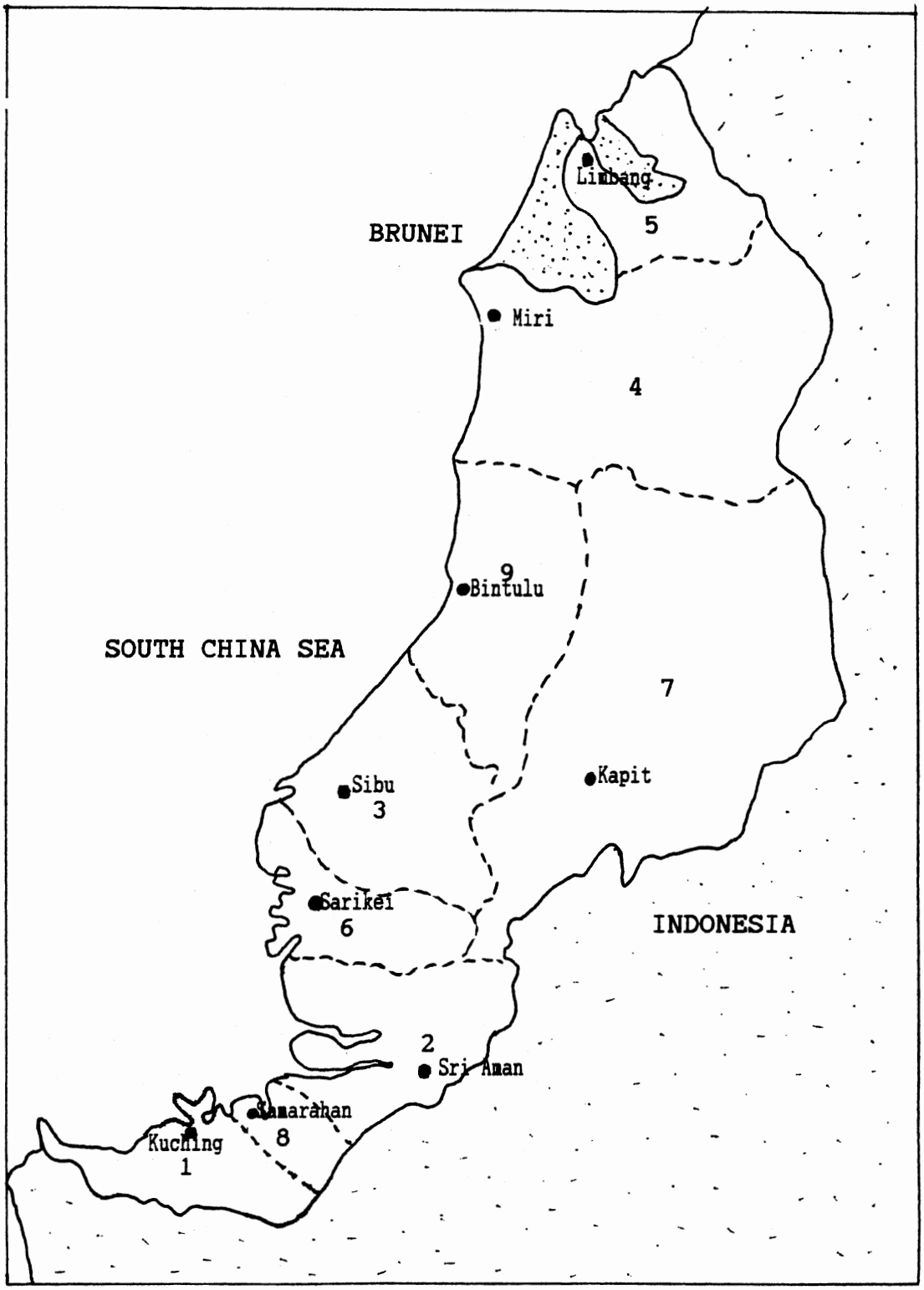

Figure 3. Sarawak's Administrative Divisions

VITA[2]

Robert Gallang Lagang

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Master of Science

Thesis: FACTORS WHICH INFLUENCE JOB STRESS OF AGRICULTURAL ASSISTANTS IN EIGHT DIVISIONS WITHIN SARAWAK, MALAYSIA

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Biographical:

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